After 11 bargaining sessions, three of which were mediated sessions, we have a tentative agreement! Your bargaining team recommends a **YES** vote.

Here are some of the highlights:

- Improvements to our incentive pay language, with an increased incentive shift differential to $15 per hour (currently $13).

- A mandatory low census cap of 216 hours per year! We were also able to keep our low census bank. There are no additional stipulations on the cap.

- Preservation of extended illness time (EIT) for the life of the four-year agreement. Details will soon follow. This is the same agreement that Portland Providence Medical Center (PPMC) received.

- A reversal back to the old paid time off (PTO) request off system from two contracts ago. This will greatly help when planning summer vacations. We also negotiated request for time off (RTO) language, which is time off without the use of PTO.

- Due to the change from a three-tiered to a five-tiered PTO system, most nurses will have increased PTO deposited into their banks. One bracket (10-14 year) stood to lose eight hours per year. We negotiated an agreement similar PPMC’s, which will make these nurses whole for 2020 and 2021. In 2022, the 10-14 year nurses will receive eight additional hours of education in lieu of the eight hours of PTO lost. Also, due to the new PTO structure, our 36-hour nurses will be recognized for their full-time status by getting a higher accrual rate.

- Across the board wage (ATB) increases of 2.75 percent (with retroactive pay back to Dec. 1, 2018), 2.5 percent annually thereafter for three years. A total of 10.25 percent over four years. Our clinic nurses will receive a $500 bonus upon ratification (prorated for those who work less than full-time).

- Improvements to our differentials (per hour):
  - Evening - $2.20 (was $2.10)
  - Nights - $5.50 (was $5.45)
  - Standby - $4.50 (was $4.30)
  - Charge - $2.50 (was $1.40)
  - Relief Charge - $2.50 (was 0.30 cents!)
  - Resource - $3.50 (was $3.00)
  - Weekend - $1.40 (was $1.35)

**ONA Negotiation Committee**
Jocelyn Pitman, Labor Relations Representative
Mary Romanaggi, ER
Brenda West, ER
Kaycee Berndt, ER
Kelsie Peterson, Birth Center
Juel Radtke, Birth Center

**PSH Negotiation Committee**
Dan Mueller, Attorney
Dennis Westlind, Attorney
Janiece Zauner, CNO
John Anglim, HR
Billie Grigoraitis, Inpatient Manager
Katherine Davidson, Inpatient Manager
Jose Rodriguez, Surgical Services Manager

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We Have A Tentative Agreement (Continued from page 1)

- Preceptor - $2.25 (was $2.00)
- Certification - $2.25 (was $2.10)
- Additional call shift rate for Surgical Services - $8.00 (was $4.30)

- Improvements to the employment status article, including clearer language on the two-week severance upon termination and requiring managers to communicate any issues with nurses prior to placing documentation into their personnel file.

- Improvements to the harassment free workplace language. Nurses are now allowed representation in any investigation related to this, whether they filed the complaint or a complaint was filed on them.

- Allowing nurses to work as “helping hands” again, which is necessary with the new cap on low census.

Please take a few moments to thank your bargaining team. They spent countless hours advocating on your behalf! We will have a more detailed newsletter available later this week, along with an electronic vote option. Please take the time to vote on your new contract!

Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.