ONA BARGAINING UPDATE

Our ONA bargaining team met with Administration for our second bargain session on Thursday Oct 14th. Our team presented eight proposals, 7 of them non-economic. The discussions were cordial and were somewhat productive with both sides reaching Tentatively Agreement on our proposal to update Article 5, Equality of Employment Opportunity. The following are short descriptions of the proposals that we shared with administration:

- An updated Staffing Incentive MOU- validates that nurses will continue to receive extra shift incentives and proposes meaningful retention bonuses of for Full-Time ($5000) and Part-Time ($3000) Nurses until March of 2022.
- Proposed language that formally adds Per Diem nurses to our bargaining unit.
- Reached a Tentative Agreement Administration on updating anti-discrimination language to include new protected classes and gender-neutral language throughout the contract.
- Clarifying language in the grievance procedure that makes it clear nurse are in paid status when they are meeting with Administration regarding a grievance.
- Proposed safe and secure storage space for union materials on site at the hospital.
- Updated Seniority language to recognize the date a nurse was hired as a nurse to be the nurse’s seniority date and duration working on a unit to be a more significant factor for filling of vacancies.
- Proposed a defining description for Per Diem positions, and timelines for how a Travel Nurses can be employed.

Administration presented two proposals: an update to our recognition article adding Per Diem nurses and the deletion of the Resource’s $2000 bonus language in Article 3.

Our next bargaining date with Administration will be on October 27th at 10 am. If you have questions about bargaining issues, please check in with you CAT (contract action team) coordinator. If you don’t know who your CAT contact you can email Timothy Welp, ONA Labor Rep at welp@oregonrn.org and he will connect you to a CAT.

OFNHP update: Our union will be looking to support OFNHP nurses if a strike is called to ensure that patient care standards, safety, and wages and benefits are not eroded in this time of real hardship for medical professionals. SAME STRUGGLE, SAME FIGHT.