For Your Consideration:
Highlights of the Four-Year Tentative Agreement

As you prepare to cast your vote on the new tentative agreement (TA), we thought it would be helpful to draw attention to some highlights and details that may have been forgotten since we began the negotiations in January. Not only does the TA propose good salary increases and raises on many differentials, it contains a number of strong proposals that should improve working conditions, education opportunities, and lead to better safety training protocols for members.

Enhancements to Education, Professional Development and Support for Nursing Practice

This new contract will include several enhancements to continuing education and tuition reimbursement funds as well as items that support nurse practice.

In their original proposal on Article 16 - Professional Development, the Agency removed all education dollars from the contract. They modified their proposal after hearing from nurses even before the ONA bargaining team had a chance to counter. Thanks to the strong advocacy from nurses and the team, the TA includes increases to the paid educational hours from 500 to 600 hours. The education expenses were increased from $11,500 to $24,000 in our last contract, so the focus was on increasing the hours this time around.

The team also achieved significant improvement in language around the process for using these funds in both contracts with timelines for response to requests and for reimbursements. This should help make it easier for nurses to get their requested time off for conferences and other educational needs and have an expected timeline to receive reimbursement for expenses incurred for educational opportunities.

The TA also increases the paid hours of the Professional Nurse Care Committee (PNCC) to 30 hours per calendar quarter and expands the committee to up to 6 members, ensuring that this committee can engage in research and other work to provide nurses with support in their practice and advise the Agency on patient care and nursing practice related concerns.

The Professional Nurse Advancement Program (PNAP) will now be available to nurses at Home Care Services beginning September of 2019. It’s a clinical ladder program that encourages professional development and provides financial incentives to nurses at various steps of the program. This program will become part of the contract under the proposed TA ensuring that its basic structure and differentials are maintained by contract.

Your ONA team successfully negotiated increases in the PNAP differentials from the current rates at the Medical Center (First Advancement Stage-Competent Nurse [PNAP-C], $2 per hour; Second Advancement Stage-Proficient Nurse [PNAP-P], $3 per hour; Third Advancement Stage-Expert Nurse...
[PNAP-E], $5 per hour.) There will be a committee with three ONA representatives that will develop the appropriate criteria for Home Care Services nurses. **Let your executive committee representatives know if you are interested in participating in this work.**

Lastly, the certification pay differential will increase by 0.75 cents from $1 to $1.75, and advanced education pay differentials for BSN will move from 3 percent to 4 percent of a nurse’s base wage, and for MSN from 4 percent to 5 percent.

Taken together, these items represent significant gains for Home Care services nurses in accessing and benefiting from continuing education, tuition reimbursement, and practice-related enhancements.

**Increased Nurse Participation in Workplace Violence Prevention**

Contract provisions to better address workplace violence have also been significantly strengthened in this TA. The new language, to be moved into Article 20, provides that a staff nurse shall serve as co-chair of the PeaceHealth Oregon Workplace Violence Prevention Committee. Six Medical Center staff nurses along with two alternates shall be selected by ONA to serve on the committee with an additional nurse from the Home Care Services agency also attending meetings at the Medical Center. Nurses shall be paid for their time participating in committee meetings and a maximum one Home Care services nurse and a maximum of six Medical Center nurses shall be provided with an additional 90 minutes of paid time to meet to discuss committee matters, prepare for meetings, and conduct research. Policy development as well as evaluation, education, and training will be done with nurse input, and polices shall be reviewed for feedback prior to implementation.

In addition to a seat on the regional committee, Home Care services will have their own Home Care Services Workplace Violence Prevention Committee to address workplace violence and prevention issues unique to Home Care Services. This committee shall be provided with 60 minutes of paid time per month and shall include three nurses appointed by the Association. **Contact your executive committee members if you’d like to be part of this important work.**

**Hours of Work Modifications on Weekend Work and Call**

Under Article 8 - Hours of Work, the ONA team achieved language around limitations on weekend work for Home health and Hospice nurses due to critical staffing needs to no greater that one weekend out of any eight-week period.

In response to member concerns around call, the team emphasized the importance of incentivizing volunteers to take call prior to implementing the “hot list” process and came to the following agreement: “Upon notification of an evening shift, night shift or Home Infusion vacancy or extended leave, the Staffing Task Force will convene to evaluate current staffing and potential of initiating CES or other incentive pay to fill open shifts.” The team also achieved a limit to the amount of call a nurse can be required to take to one call shift per pay period.

**Education Requirements for Coordinators**

The ONA-SHMC did move toward the Agency’s proposal for new education requirements for coordinators. After receiving the Agency’s revised proposal that allowed current coordinators to choose whether to earn a BSN or an advanced certification, the ONA-SHHCS bargaining team heard from many nurses who believed these requirements were not too onerous and believed they would benefit nurses and patients. Based on this feedback and discussion that the team had in caucus, the ONA-SHHCS agreed to the new provisions with timelines that they believe are achievable for most nurses seeking either a BSN (48 months following ratification) or advanced certification (within 24 months of eligibility following ratification). New coordinators hired after ratification may be required to have their BSN within 36 months of their start date in that role.

**No Movement on Health Insurance Benefits**

One area where the ONA-SHMC/SHHCS negotiations team was not able to achieve improvements for members was in health benefits. The team worked hard to make the case for the modest improvement we put across the table, and the team held onto to those proposals until the very end of negotiations. However, the Medical Center/Agency insisted that because health insurance is a system-wide plan and policy, they
are not willing to make changes for just one bargaining unit. Administration rejected every proposal of substance your team made on this important topic. The ONA team was disappointed that they were not able to move the dial on health insurance, but will continue to seek opportunities to improve benefits in the coming years.

Review the entire TA on the ONA-SHHCS webpage at www.OregonRN.org/85 to see these and all the other proposed changes to the new contract.

The ONA-SHHCS negotiations team is recommending a “yes” vote on this TA

Don’t Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. **Spam/Junk Filters**: Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email**: ONA does not have an email on file for you.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out**: You have opted out of receiving emails.
6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

YOUR VOTE MATTERS:
BE SURE TO CAST YOUR BALLOT!

The ratification vote for the SHMC and SHHCS contracts is scheduled to take place **online**:

- Wednesday, May 15 at 8 a.m. – Sunday, May 19 at 12 a.m. (midnight)

Keep an eye on your email inbox for a link to vote.

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**On-site** voting will take place on Thursday, May 23 as follows:

- **SHMC and SHHCS**: 7 – 9 a.m. University District 3rd Floor outside PRN
- **SHMC**: 10 a.m. – 7 p.m. Riverbend Room 22Y (Private Dining Room)

Printed copies of the TA summary and full redline will be available for review.
Still Time to Give Two to the Team - Donate PTO Today!

Both the Medical Center and Home Care teams went above and beyond in the amount of time they gave to these negotiations. No one expected this year’s bargaining to require so many sessions. Typically, negotiations take around 14-16 sessions. This time the teams sat for an unprecedented 25 sessions!

Cumulatively, your team members sacrificed hundreds of hours of paid time to see these negotiations through to a successful conclusion. You can help offset some of this sacrifice by donating just two hours of your own PTO to the teams. If you can give more, please do.

THANK YOU, BARGAINING TEAM!

PeaceHealth Oregon Network – ONA PTO Donation

A represented caregiver may donate a minimum of one (1) hour and a maximum of 250 hours per year of his or her accrued PTO for the benefit of another caregiver who is a member of the same association negotiating committee.

To Be Completed By Donating Caregiver

Caregiver Name: ________________________________  Caregiver #: ________________________________

# of PTO hours I wish to donate: __________________  Date Submitted: _______ / _______ / _______

I understand that by signing this election form and donating my future accrued PTO hours to the bargaining team, my PTO bank will be deducted and my pay reduced for taxes related to the gross value of those hours. I further understand the value of my donated PTO will not be included in my retirement eligible compensation, and that this PTO donation is non-revocable. I authorize the PTO deduction and attest to the understanding my personal tax implication for the donation and its impact on my retirement benefits.

Caregiver Signature: ______________________________  Date: __________________

Submission Instructions

Fax the completed form directly to (503) 293-0013, Attn: Claire Syrett.