Your negotiation team met for four days with management to work on the contract. The atmosphere was very cooperative until we hit economics. More on that later.

Here is a quick rundown of the tentative agreements we reached and some of the highlights. We are very proud of the language we won around scheduling and seniority. We were excited to get float pay for being floated out of your regular assignments. The team was able to protect bargaining unit positions by winning the right to negotiate any hiring of more passport nurses (there is one already hired they expect to onboard in the spring). Management had wanted to change the order of how people are sent home low census to favor the passport nurses. We reached an agreement that no bargaining unit nurse will be sent home from a patient care assignment in order for a passport nurse to work unless the BU nurse is in OT or a bonus shift.

Thank you all for your amazing support and showing up to attend bargaining. We really appreciated it!

Tentative Agreements

► Pronouns, dates, and title changes: Throughout the contract we attempted to make it more gender neutral by using the pronouns “they” and “their” or replacing text with “the nurse” when appropriate.

► We agreed to a title change from CNO to Executive Nursing Officer throughout the contract.

► All of the dates were updated to reflect a 2-year contract.

► Witnesseth

► Clarified that the agreement becomes effective the first full pay period following ratification.

Article 1

► Clarified how new hires may choose to not become members of the
Negotiation Recap  continued from page 1

association. Since orientation is now online clarified how the hospital will notify the Bargaining Unit of new employees or terminations and how we are going to supply new employees with information regarding the Bargaining Unit.

**ARTICLE 2**

► We removed “All references to the female gender in this Agreement shall equally apply to the male gender”, since we changed the pronouns.

**ARTICLE 3**

► Clarified the PRN requirement and set a new standard to notify of their availability.

**ARTICLE 5**

► 5.2.7 - The Hospital will follow by the Nurse Staffing Law.

► 5.6 - We won language relating to a core work schedule and to seniority being the deciding factor to settle disputes over scheduling. We also agreed to language regarding the Hospital continuing to provide the PTO-request schedule each October.

► 5.6.1a - We won compensation at the float rate of pay for working in a different department.

► 5.8.4 - A bargaining unit nurse who is doing patient care will not be sent home to allow a passport nurse to work unless they are on OT or a bonus shift.

► 5.8.8 - We were able to maintain the 20% cap language in the contract.

► 5.8.9 - Added language requiring the Hospital to provide an alternative assignment prior to any mandatory low census. When a nurse is sent home, we clarified that in full low census the nurse was not obligated to return to the hospital. If the nurse is placed on Low Census Standby the standby provisions of the contract apply and they will have 1 hour to return to work.

**ARTICLE 6**

► In Article six we agreed to increase the probationary period to 180 days and the minimum orientation to at least 10 days. We agreed that a nurse may be given a written evaluation at the end of probation.

► We also agreed that any nurse floating as “helping hands” to a department in which they are not oriented may request a document listing expectations in that unit for helping hands.

**ARTICLE 7**

► 7.3 - Changed the word overtime to hours and removed tape and/or videotapes. It just states that when possible or requested recordings of inservice will be used.

► Added 7.5 Jury Duty Leave.

► Added 7.6 Witness Duty Benefit and 7.7 Military Service Leave. This makes all BU members eligible for these leaves.

**ARTICLE 9**

► Removed Intensive care from the list of units being represented at PNCC. The Association will now oversee the election of registered nurse Committee members and alternates. The elected member must be in good standing in the Bargaining Unit.

► 9.7 - We clarified that any other issue that is affecting patient care that is not a subject for negotiations may be discussed in PNCC with managements attendance. We will send an agenda to management prior to the meeting.

► 9.8 - Added an additional Special Meeting to address issues which are not really PNCC topics but also not topics for bargaining or a grievance.

**ARTICLE 10**

► Agreed to language change from CNO to Executive Nursing Officer.
Negotiation Recap  continued from page 2

**ARTICLE 11**
- Removed language related to seniority questions for 2012. We won the right to bargain any more passport nurses to protect bargaining unit positions.
- 11.3.2.3 - Changed the title to internal applicants.
- 11.4.2 - Changed the language to reflect 14 days instead of 2 days to choose where you would go in another department closure.

**ARTICLE 13**
- This article was opened by both parties but both parties withdrew their proposals and made no changes.

**ARTICLE 14**
- Clarified language around Association representative visiting the hospital.
- Removed articles 14.5 and 14.6 as the hospital is no longer having group orientation and management was not going to proceed to discuss economics until all the non-economic proposals were settled and we could not get them to budge on continuing to pay for attendance at negotiations.

**ARTICLE 18**
- Clarified the language: management rights including transferring or assigning work to other Trinity affiliates. Management may also eliminate hospital rules, policies, and procedures.

**ARTICLE 20**
- Clarified the language to reflect that the Nurse Staffing Committee will be responsible for following the new Oregon Nurse Staffing Law.

**ARTICLE 21**
- Updated to reflect the 2025 renewal date of the contract.

- Added language in 21.4 to open a section of the contract for bargaining anything without opening the full contract.
- 21.5 Added contract minimums to reflect that the wages in this contract are the minimum standard of employment.

**LETTER OF AGREEMENT: HEALTH CARE REFORM**
- Removed from contract.

**MEMORANDUM OF UNDERSTANDING: PRIMARY EMPLOYER**
- Removed from contract.

**LETTER OF AGREEMENT: LABOR MANAGEMENT COMMITTEE ON SITTING AND RESTFUL SPACES**
- Removed from contract.

**LETTER OF UNDERSTANDING DEPARTMENTAL Restructuring/Unit Closure**
- Added language requiring the Hospital to give 30 days’ notice of any plans to restructure or close any more units.

**LETTER OF UNDERSTANDING COFFEE, SLEEP ROOMS SCRUBS AND CELL PHONES**
- Remove the Coffee from this LOU because it hasn’t been happening.
- Clarified when a sleep room may be provided and how to get approval if needed.
- We won scrub tops for all new hires after ratification. They will be provided with 3 scrub tops for full-time, 2 for part-time and one for PRN nurses.
- Clarified that cell phones will be provided for periop nurses on call if needed.
ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift.

Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

There are three different steward trainings offered throughout the year. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training and date that works best for you!

More steward trainings and other learning opportunities are being planned, so check back to the ONA website regularly to find more opportunities.

Space is limited so register today at:

www.OregonRN.org/Steward-Training

Topics and Dates

**INTRODUCTORY STEWARD TRAINING**
- **Monday, August 14**
  - Time: 9 a.m. to 1 p.m.
  - Location: Zoom