Tentative Agreement Reached!

Members of our Oregon Nurses Association Negotiation (ONA) Team have been meeting with St. Alphonsus Medical Center (SAB) for multiple sessions over four consecutive days.

Thank you so much to Riley Hall, Alyson Rino and Melissa Robertson who donated many hours and worked really hard to get the best deal that they could.

We have reached a final tentative agreement. Thank you to all who came to our meeting on Wednesday, June 26 and to those who reached out on rounds or through text messages. We heard you and fought hard to get the best deal we could.

The tentative agreement we reached with the hospital includes the following:

- **Wage increases of 3% each year of the agreement.**
- **Increases to on-call, weekend, preceptor and shift differentials.**
- **Better protections for schedules and vacation approvals.**
- **Longer period to request vacation and a draft schedule process which will allow for better transparency in the scheduling process.**
- **New language guaranteeing that if agency nurses are working in a unit, a position will be posted for that unit.**
- **Inclusion of passport and agency/travel nurses in the low census rotation.**
- **Ability to be paid for two specialty certifications.**
- **Paid Negotiation Team.**
- **Recognition of professional non direct care nurses.**
- **Hospital paid short and long term disability for full and part time nurses (previously only full time nurses had this benefit).**
- **The ability to combine one of your rest breaks with your lunch period.**
- **Increased orientation period for new graduate nurses.**
- **Ability to take bereavement leave over non-consecutive days.**

We agreed to changes in the PTO combined bank and secured wage increases of nine percent over three years. In combination with your annual step increase, this will mean a total of 16.5 percent in wage increases over the term of this contract. For nurses who have reached the maximum step, two lump sum bonuses were negotiated. The bonus is equivalent to 2.5 percent of your FTE for the year and will be paid in year 23 and 26.

Ateusa Salemi, our ONA labor representative, has a list of nurses who will qualify for this bonus.

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**Tentative Agreement Reached! (continued from page 1)**

A redline version of the full tentative agreement will be available online soon along with an announcement of general meetings and a date for the ratification vote.

Please thank Alyson, Riley and Melissa for giving their time and hard work in negotiating with the hospital.

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**Don’t Miss Important ONA Emails**

**Common Reasons for Not Receiving ONA Emails**

1. **Mislabeled:** 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.