

Sky Lakes Tentative Agreement

Huge victories in bargaining!

Our Oregon Nurses Association (ONA) bargaining team at Sky Lakes Medical Center reached a final tentative agreement (TA) on a new contract with our employer this afternoon. We won on all of our priority proposals:

- **Shared governance:** Creation of unit practice committees (UPCs) composed of staff nurses and nurse managers in each department to draft and recommend staffing plans to the house-wide staffing committee. UPCs will also have limited decision-making on certain aspects of department operations.
- **Accelerated step structure:** A one-year reduction in the number of hours required to reach the steps above step 4. Nurses who have the requisite hours for their next pay step in January 2018 will be elevated to that step and be paid at that step starting the first full pay period of January.
- **Anti-bullying provision:** A vigorous process for nurses to report and require the employer to investigate bullying by patients and other employees, including supervisors.
- **Wage increase:** In addition to the step increases described above, annual cost-of-living increases will be paid in the first full period after these dates:
 - Jan. 1, 2018: 2%
 - July 1, 2018: 1%
 - Jan. 1, 2019: 2%
 - July 1, 2019, 1%
 - Jan. 1, 2020: 2%
 - July 1, 2020: 1.25%
- **Increased differentials:**
 - Night shift to \$5.50 (from current \$4.50) in January 2018
 - Standby/call to \$4.25 (from current \$3.75) in January 2018 and to \$5.00 in January 2019
 - Charge to \$2.75 (from current \$2.50) in January 2018 and to \$3.00 in January 2019.

Please thank our negotiators: Juliann Underwood, Rose Keppinger, Sabrina DeVall, Stacey Mathis, Monica Meier, Jamie Beck, and Robyn Ewing. They collectively spent 369 hours in team meetings and at the bargaining table! Please consider donating paid time off (PTO) to our negotiators by completing the donation form available on your unit. Also, we send a special shout out to Brent Powers, who functioned as our greeter, gofer, and all-around ONA leader—thank you, Brent, for your invaluable work!

Our newsletter and full bargaining tracker will be published early next week. We will hold two membership meetings to provide you with more information on Tuesday, Dec. 12, at 4 p.m. and 6:30 p.m. (locations to be determined).

We expect to hold a ratification vote online in mid-December. Only dues-paying ONA members can vote on ratification. Please join today to be eligible to participate in the ratification vote.

Watch your emails for voting details!