

Bargaining Update Summary

Our Oregon Nurses Association (ONA)/Samaritan Lebanon Community Hospital (SLCH) bargaining team reached a neutral recommended agreement on Nov. 25, 2019. Why is this a neutral recommendation? Our bargaining team had several specific goals for the bargaining unit. The first goal was an increase for paid time off (PTO) but the employer would not make any improvements to the accrual rate. Another was Article 2, we have over 90 percent membership rate, yet the employer will not recognize us for full membership. It's another way of saying that all new employees are required to join membership to support the contract. The last one is reaching parity with our sister hospitals. The wage increase will get us within .5 percent to 1.5 percent of Good Samaritan Regional Medical Center (GSRMC), but our team feels that this should not be a them versus us. We all work for the same employer and should all be paid the same.

We achieved contract language clean-up and increases in wages and differentials.

Article 7:

Improvements for the lunch hour. Extending the lunch hour by one hour, so nurses will have a bit more time to take meal breaks later in the shift.

Travel nurses will be canceled per their contract, before regular nurses are cancelled.

Change in time frame of extra shift posting. Now all shifts will be posted at once for everyone to see and apply for. Once a nurse agrees to work an extra shift, the nurse is committed to those hours.

Article 9:

Nurses who are on-call on recognized holidays will receive time and one-half plus \$20.00 per hour for all hours called back. (This includes all holidays listed in Section A.)

In departments that reduce staff on holidays, nurses

will have the option to pick up another shift at straight time during the same work week or choose to use PTO or take the time as non-paid. The nurse must notify the scheduling office at least six weeks in advance as to which option they will select.

Article 11:

Jury duty. Nurses will need to turn in the summons to the staffing office prior to jury duty.

Improvements to Bereavement Leave. Now includes all in-laws, adopted and foster children.

Article 12:

Continuing Education Fund will increase to \$40,000 per year of the contract starting in Jan. 1, 2020.

Article 14:

New language around reorganization and process.

Wages: 3 percent, retroactive to July 8, 2019, 2.75 percent increase on July 1, 2020 and 2.75 percent increase on July 1, 2021. Improvements were made in our step system so we will be able to attract and retain experienced nurses.

Differentials increases:

Per diem nurses will increase from \$4.75 to \$5.00 per hour

Evening shift differential will increase from \$2.10 to \$2.50

Nigh shift differential will increase from \$4.75 to \$5.00

BSN differential will increase from \$1.25 to \$1.35 and MSN will increase from \$1.50 to \$1.60

New Language: *Census On-Call*

Census on-call is defined on-call for low census in all hospital departments except surgical services. Census on-call will be paid at the rate of \$5.00 per hour. On the holidays set forth in Article 9, such on-call rate will

Update *continued from page 1*

be \$7.00 per hour. Surgical services language has been moved from Article 7 to Article 22 (its own).

Article 22 Wage and Compensation is now Article 23.

The redline of the contract has been

posted on the ONA-SLCH [website](#), or go to OregonRN.org/88 and follow link. Please review for further language changes. If you have questions, check in with your bargaining team members.

TIME TO VOTE!

Dec. 6 from 8:00 a.m. to Dec. 12, 2019 at 11:45 pm.

VOTING will be on-line only.

ONA/SLCH EXECUTIVE COMMITTEE**Chair:**

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ONA Labor Representative

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**SAVE THE DATE!****ONA Convention and House of Delegates****May 18-19, 2020****Portland, OR**

The convention's theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA's strategic plan including equity and inclusion.

Registration is open at oregonrn.org/events

