Here is the current status of negotiations article by article thus far! If you have any specific questions please do not hesitate to contact a member of the bargaining team or your labor representative!

### Status of Negotiations

**In ONA’s Possession**

**ARTICLE 5**
Discussing language to secure paid time for future negotiators (no new update).

**ARTICLE 9**
Currently proposing pay for holidays without necessity of being at work.

**ARTICLE 15**
ONA is currently proposed reducing the amount of time corrective actions are in file from 7 years to 3 years.

Management currently proposing 5 years.

**ARTICLE 19**
ONA is proposing increase to annual TSA match from 3% to 4%.

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**In Management’s (SLCH) Possession**

**ARTICLE 10**
ONA is proposing elimination of tier system.

**ARTICLE 23**
ONA is proposing:
- 9% year one.
- 7% year two.
- 7% year three.

Management has countered with:
- 3.25% year one.
- 3% year two.
- 3% year three.

- New ranges/increases for shift differentials.
- Adding a relief charge differential.
- Adding language to be paid for multiple certifications at a time rather than one.
- Proposing increases to BSN/MSN.
- Proposing increase to transport bonus.
- Proposing increases to on call pay.
- ONA proposing LOA to bring RN's up to appropriate rate of pay for years of experience.
Status of Negotiations

**Article 1 – TA**
New language to highlight PNAL.

**Article 6 – TA**
- Per diem nurses no longer mandatorily assigned to Thanksgiving, Christmas Eve or Christmas day via rotation (still must work one holiday per year).
- Per diem nurses will now receive 3 hours of pay as opposed to 2 hours for short notice.
- New language clarifying FTE definitions.
- New definition for relief charge nurse.

**Article 7 – TA**
New delayed start language, new census on-call/MA rotation language and surgical services work schedules posting language clearer now concerning posting periods, language defining helping hands.

**Article 11 – TA**
Nurses will now be able to be released for up to 3 days unpaid time to make funeral arrangements for non-family member.

**Article 18 – TA**
New cap on premium increase – was 10%, is now 9%.

If you have any questions, please contact your bargaining team members or your ONA labor representative Tizoc Arenas at Arenas@OregonRN.org.

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New Protections for Nurse Staffing Law

Last year, ONA members brought evidence showing hospitals exploited the state of emergency to deviate from staffing plans, sometimes when they had no COVID-19 patients! The state legislature listened and passed House Bill 3016 (HB 3016), placing greater restrictions on hospitals.

On Jan. 1, 2022 these new restrictions went into effect, making it incredibly difficult to deviate from staffing plans that have been approved by the hospital nurse staffing committee.

ONA members should empower themselves by taking time to read the new language here.

You can learn more about this and other staffing rules and best practices on the ONA website at www.OregonRN.org/113.

As Oregon faces another surge it is important for ONA members to hold hospital executives accountable to the law!

Some key highlights of the changes:
- Clear limits on how long a Hospital can deviate from plans.
- To deviate from staffing plans there needs to be “a national emergency or state emergency requiring implementation of a facility disaster plan and crisis standards of care.”
- The incident command shall report a written assessment to both co-chairs of the staffing committee within 30 days of deviating from a plan.
- Deviation may not occur for more than 90 cumulative days unless approved by the staffing committee.