Tentative Agreement Reached

The ONA/St. Anthony Hospital (STA) negotiation team met with representatives of the hospital on Dec. 31 for a very successful final session. We left that session waiting to hear if the hospital would be able to implement the wage proposals that we left with on New Year’s Eve.

We are excited to announce that we have reached a tentative agreement (TA) with the hospital.

Here is a summary of our TAs:

**WAGE INCREASES**
12 percent total over the next three years, with a 3 percent increase in Jan. 2021 and another 3 percent in July 2021. The remaining increases will happen in each January and July until July 2023. Wage increases will be effective the first full pay period after the first of the month. If our contract ratifies, the January increase will be effective on Jan. 10.

**STEP SCALES**
We have added steps for 28, 29 and 30 years of experience.

**NURSING EXPERIENCE CREDIT**
The hospital has agreed to recognize nursing experience for any job which required a registered nurse. In the past, only partial credit was given for non-hospital experience. If you believe that you were not properly credited, please contact human resources immediately and provide them with a copy of your resume.

**CALL PAY**
The on-call rate will increase to $6 per hour. Beginning July 2021, two types of call will be recognized. Our current on-call will be designated for low census on-call hours and a new category of mandatory call will be developed. Mandatory call is designated for nurses who work in units with mandatory call over and above their assigned regular hours. This rate will start at $7 per hour, increase in January 2022 to $7.50, and again in July 2022 to $8.

*RATIFICATION VOTE*
A vote to ratify the agreement will be held online, beginning Saturday, Jan. 9 at 8 a.m. and closing Tuesday, Jan. 12 at 11:45 p.m. The negotiation team recommends a YES vote.

A full version of the redline agreement will be available to review.

Please contact a member of the negotiation team with any questions and give them a huge thank you for all the work they’ve done on our behalf!
ROUND-UP ATHLETIC CLUB (RAC) MEMBERSHIP

The hospital will pay for employee membership at the RAC. Employees who have family coverage will be responsible for the difference between a single and family membership.

CONTRACT TERM

The contract will expire in December 2023.

PREVIOUSLY ANNOUNCED TAS

Article 3: Language change from “occasional nurse” to “per diem nurse.” We made this change to reflect the actual practice at the hospital.

Article 3/6, Seniority: Changes to reflect that per diem nurses will earn seniority in years that they fully meet the per diem work requirements. These will be reviewed annually by their department managers. Per diem nurses will not lose previously accrued seniority in years that they don’t accrue.

Article 3/6: A Float nurse FTE will be reinstated on the day shift.

Article 6.8.7: Removed “involuntary” from this paragraph. All low census will count towards the cap and only nurses who volunteer may be low censused above the 25percent cap. Also, clarified that issues involving administration of the low census will first go to PNCC and then to labor management if they cannot be resolved by the PNCC.

Articles 6.8.6 and 6.8.9: Nurses who are not needed in their home units but are needed in other units during surge may be assigned work in other units based on their skills and competencies prior to being sent home on low census. We hope that these changes will allow us to help our coworkers and patients in other units when critical changes in census occur. Hopefully this change, coupled with the return of a day shift float position, will help all of our members.

Article 8: Changes the due date for PTO requests for one week or more. These requests must now be in by Jan. 9, 2021 for the year running March 2021 to February 2022. If you are planning a vacation in 2021, get those requests in ASAP!

Honor Your Lost Colleagues - Get Your Pin

Our ONA team designed pins to honor and remember colleagues who were lost this last year. A supply of pins were left with each department. Contact your ONA rep if you need more.