State of Oregon Tentative Agreement Reached!

After months of tense negotiations facing many heavy obstacles, our ONA bargaining team is pleased to report that this evening (July 23) a tentative agreement (TA) was reached with the State of Oregon's bargaining team. This agreement is tentative because it will only become final if ratified by a majority vote of our ONA nurse members.

Our team is feeling very good about this agreement and happy to report that we are recommending the agreement for ratification. Some highlights of the TA are listed below.

WAGES & HEALTHCARE

- Retroactive to July 1, 2019 all steps increase: 2.15%
- July 1, 2020 creation of a new top
- October 1, 2020 all steps increase: 3%
- Salary increases will be nearly 10% over 2 years to compensate for the 1.5% to 3% loss in salary due to the state-wide cuts to PERS contributions
- No cuts to our healthcare plans, despite the average cost of healthcare increasing close to 7% every year

PROTECTING PENDLETON COTTAGES

- Assurances that Pendleton Cottages will remain a Class 1 facility with jobs posted and new protections in the TA to better recruit and retain nurses to be able to staff 24/7 including self-scheduling for nurses at Pendleton

IMPROVEMENT FOR ON CALL PAY

- One hour of on-call pay for every six hours worked rather than every eight hours worked

MAJOR IMPROVEMENTS TO EDUCATION

- Doubling the size of the fund for tuition reimbursement
- Reimbursement for two new certifications (ANCC & DDNA) with 1.5% differentials
- Paid time and reimbursement for Oregon State Board of Nursing required courses

SAFETY

- Improved voice for nurses on safety issues

Very soon we'll be sending out instructions with a five day notice for voting. We encourage all ONA members to learn about the new agreement to be fully informed before voting. We will be posting a full summary of the tentative agreement, and copy of the official TA documents on our ONA bargaining unit webpage soon.

Additionally, bargaining team members will be available for questions and discussion. You can also directly email our labor representative, Amber Cooper, with questions at cooper@oregonrn.org.