Update for bargaining sessions on November 1 & 13

Sadly, due to illness ONA had to cancel the November 2 date and the employer cancelled November 13. Thus far ONA has cancelled one date, and the employer has cancelled six dates without any reasons given.

November 1 was a highly productive day. One tentative agreement (TA) was reached on work rules, as well as a second that we are ready to sign on seniority and layoffs. The ONA team was able to meet on November 13 to prepare responses for two articles that the employer was able to email.

Our next bargaining dates are December 13 and 14, as the employer cancelled our Dec. 3 and Dec. 4 dates.

What We are Working On:

▶ ETO: The employer is trying to keep us at our current ETO accrual rates and not matching us with our ONA-represented RNs throughout the system.

▶ Wages: The employer is trying to keep us at our current wage level. We have yet to hear if the employer will increase our wage, which they did for every other RN in the system. We have asked for retroactive pay back to July 1, when pay increases went into effect for all the other nurses. The negotiations team has heard that management is saying we may not get the yearly cost of living increases. We are aware and will be addressing this across the table.

▶ Professional committees: We have had good dialogue across the table on this issue. They are against having a staffing committee or having nurse input on a staffing plan (this would include productivity standards). It is our intention to fight for your voice on this issue.

Continued on page 2
Updates from the table  

**EDUCATION REIMBURSEMENT:**  
The employer is currently wanting HHH to have no guaranteed funding for education and/or certifications. We were told by Debbie Robinson that she did budget for educational reimbursement. Our managers had no idea that this funding existed. If you have completed ANY advanced education of ANY kind the ONA team would suggest that you notify your manager and cc: Kristina Menard for access to the funds.

We are bargaining to get guaranteed and transparent funding for education, advanced certifications, and attending conferences, in accordance with our peers in the hospital. Per our proposal, it would be allocated by the PNCC committee.

**SAFETY:**  
The employer has agreed that safety is a high priority and has agreed that it will continue to be included in the committees going forward.

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**Check your mailboxes!**

**COMING THIS WEEK TO YOUR HOME MAILBOX!**

Car signs and stickers! Please proudly display these car signs in every vehicle you and your family own! We need to begin to show our unity as the employer is beginning to really push back on our main points!

Wear your stickers each time you work! We need to begin to educate the community that we were not included in the hospital’s contract! Most people believe that we are being compensated fairly and were included with the other nurses.

Wear your sticker to show support to your negotiating team!

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**Save the Dates!**

**DECEMBER 5 AT 6:30 P.M. VIA ZOOM:**

ONA union update meeting via zoom. We will be discussing priorities for upcoming sessions.

Please attend so you can have input into our priorities going forward.

**JANUARY 9 AT 5:30**

We will have food served at 5:30 and a 6:00 p.m. in-person meeting in Redmond.

Exact location to be determined.

Make sure ONA has your correct email address. Scan the QR code with your phone.

**Or follow this link:**

[www.oregonrn.org/UPDATE](http://www.oregonrn.org/UPDATE)