Tentative Agreement Reached, Get Ready to Vote!

At approximately 5:10 a.m. on Wednesday, Nov. 13, after almost 21 hours of negotiating, your ONA/St. Charles Medical Center – Redmond (STC-R) bargaining team reached a tentative agreement (TA) with STC-R management.

Determination on both sides of the table made the agreement possible and full of gains for STC-R nurses. Some of our biggest wins included a 9 percent wage increase for all nurses, changing to a four-year contract, and adding Step 30 to the wage scale for nurses who have remained loyal to the profession and the facility for many years.

Safe staffing was an important bargaining issue for both nurses and management, and we made great strides to ensure patient safety at STC-R. Most nurses will now receive 10-hour (or less) short rest break pay, plus an increase to eight hours (or less) short rest break pay for peri operative nurses on standby. Rested nurses are ready nurses! Additionally, nurses in the emergency department will now have critical needs shift pay to help ease urgent staffing issues.

Nurses’ professional development was a large part of the discussion at the bargaining table. In a back-and-forth with management on increasing education opportunities for nurses, the ONA/STC-R team achieved an increase of BSN program tuition reimbursement funds from $25,000 to $40,000 per year, with up to two years unpaid leave for education. Also, nurses will be able to explore other opportunities within the St. Charles Health System and be able to return to STC-R while retaining their seniority after six months.

Relief nurses will now be better able to get shifts to fulfill their hours obligation with the new language added to the contract outlining a more reasonable way to assign available shifts. Other new language includes a fair and equitable way for voluntary call-off/HR to be awarded.

The new agreement is full of significant gains for nurses and your ONA/STC-R team recommends a YES vote.

Voting on the TA will take place on Thursday, Nov. 21 during the following times in the Café Conference Room at STC-R: 6 – 8 a.m., 11 a.m. – 2 p.m., and 6 – 8 p.m. The ONA/STC-R bargaining team will be present to answer any questions you may have about the TA.

<table>
<thead>
<tr>
<th>New Financial Gains in the ONA/STC-R TA</th>
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<tr>
<td><strong>Wage increase</strong></td>
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<td><strong>Added step</strong></td>
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<td><strong>Ratification bonus</strong></td>
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<td><strong>Preceptor pay</strong></td>
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<td><strong>10 hours or less short rest break pay</strong></td>
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<td><strong>ED nurses critical needs shift pay</strong></td>
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Nurses Deserve Safe Places to Work

Your ONA/STC-R bargaining team introduced innovative language in the new TA to address the long-hidden issue of violence against caregivers. This language includes giving nurses paid time to be part of the safety and assault committees. The JLRC will review all the SAS and incidence dealing with violence at the facility reports monthly.

Clarity on how to communicate about potential violence regarding patients will be part of the continued training on the units in order to make the departments as safe as possible.

Both your ONA/STC-R team and STC-R management recognized the need for caregivers to feel supported in times of crisis. Special attention will be given to support caregivers in crisis with “after care” in coping with an incident that has happened at the facility. Bi-annual mental health wellness and resource fairs will be held to make sure all nurses are aware and take advantage of all the benefits available to them.

ONA/STC-R Officers

- Chairperson: Kati McWhortor, RN, Same Day Surgery
- Vice Chair: Emilie Bonney, RN, Pre-Surgery Clinic
- Secretary: Emily Kunkel, RN, Emergency
- Treasurer: Linda Ovens, RN, ICU
- Grievance Chair: Vacant
- Membership: Vacant
- PNCC Chair: Teresa Gillette, RN, Same Day Surgery
- At-large: Shoshanna Egbert, RN, Same Day Surgery
- At-large: Heather Quatre, RN, Same Day Surgery

Some Opportunities to Get Involved with ONA and STC-R

Please contact an ONA/STC-R officer or your ONA labor representative for more information about the following positions:

- Medical Benefits Advisory Committee (new for two ONA/STC-R nurses)
- Safety Committee (New)
- Assault Committee (New)
- Staffing Committee
- ONA Steward
- ONA Executive team
- ONA Bargaining Team

GET INVOLVED!