



Oregon Nurses Association

Oregon Health and Science University—Hillsboro Bargaining Update #4

April 21, 2023

ONA / OHSU-H

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First Management Went After Your EIH and Now They're After Your PLH

Oregon Health and Science University – Hillsboro management took away your extended illness hours (EIH) last bargaining session, and for this bargaining session they proposed to cap your paid leave hours (PLH) cash out when you leave. Previous contract was 360 hours and they want to decrease to 100 hours while restricting the number of nurses that take time off.

Your PLH is hard earned time that you should be able to take off or cash out when you leave OHSU. In September, Paid Leave Oregon will be in effect, and management believes that what the law provides is adequate coverage for your time off needs. In reality, Paid Leave Oregon is:

- A leave you pay into as required by law.
- A leave that must be approved.

Additionally, management threatened to reduce the PLH accrual rate if ONA members do not agree to the 100-hour cap cash out.

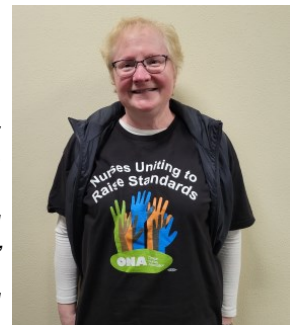
Float language was also proposed by management, which stated that floating to a department to care for boarding patients will not be counted as floating. Your ONA bargaining team needs to hear from you!

We proposed language to:

- Protect your rights if you were to transfer to a new department or join the Specialty Training Program (STP).
- Ensure the Staffing Committee will

"Management views the new Paid Leave Oregon program as a gift to nurses that releases them from their obligation to honor our hard fought PLH benefits."

Terri Kaiser, RN



have the power to decide what staffing plans to include.

- Safeguard the Professional Nursing Care Committee (PNCC).

To ensure your voice is heard, please take five minutes to complete the floating survey. [Click here](#) to complete the survey. It will close Friday, April 28, 2023 at 12 p.m. (noon).

Next Bargaining Date

THURSDAY, MAY 4

9 A.M. – 3 P.M.

**Health Education Center
Auditorium**



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We are ONA

ONA Statewide Elections: Voting Open through May 15

Voting in the 2023 ONA Statewide Elections is open through May 15. This is an opportunity for every ONA member to have a voice in the future of nursing in Oregon.

This election features races for critical leadership positions, including contested races for the Labor Cabinet and the Cabinet on Health Policy, ANA delegates and more.

Voting Process and Information

ONA is using YesElections as the service provider for our 2023 ONA Statewide Election. Members were sent an email or postcard on April 13 from YesElections with your voting information.

The best way to ensure you receive a ballot so you can participate in the election is to make sure your contact information is up to date.

If you have not been receiving emails from ONA, please visit www.OregonRN.org/Update to update your information and communication preferences

Didn't Receive a Ballot?

Search your junk/spam folders (and your promotions or other tabs in Gmail) for an email from YesElections on behalf of the Oregon Nurses Association.

If you did not receive your ballot via email, or if you have questions regarding your membership or election guidelines, please contact ONA at news@oregonrn.org



Open Positions:

- Vice-President / ANA Delegate
- Treasurer
- Director
- Director: Recent Grad
- Cabinet on Education
- Cabinet on Health Policy
- Cabinet on Human Rights & Ethics
- Cabinet on Nursing Practice & Research
- Cabinet on Organizing



www.OregonRN.org/Elections

