Updates from the Table

On May 22 and 23, we had back-to-back bargaining sessions. We received responses from management to all our noneconomic and economic proposals. Both bargaining days were used to have productive discussions and for the ONA bargaining team to continue to our needs as nurses. Management continues to hold their position on limiting your short-term disability benefits, reducing your earned paid leave hours you are currently allowed to cash out, and maintaining the following differentials at their current amounts: evening, preceptor, weekend, BLT, and standby.

Although, management maintains their position on some important issues to us, we acknowledge that they have made movement on other raised concerns. Management had proposed to eliminate the Professional Nursing Care Committee (PNCC), which is useful tool for nurses to improve patient care and to address matters that do not go through a grievance process and let us know that they are no longer proposing to eliminate it. Instead, both parties agreed to make the language stronger by adding the option to invite the Chief Nursing Officer (CNO) to the meetings.

ONA proposed a new article to the contract to help address staffing issues, but management had rejected it. After sharing over 79% of nurses in the hospital have staffing concerns and sharing your staffing stories, management made some movement to the staffing language.

As your ONA bargaining team, we continue to stay engaged, committed, and present through negotiations with the OHSU-Hillsboro Tuality management bargaining team. We are dedicated in ensuring that your voices are heard. We will stay focused on strengthening our union and committee language, increasing wages and differentials, and improving staffing and safety for the purpose of addressing our issues on Recruitment, Retention and Respect. We hope that the next 5 bargaining sessions will allow for continued discussions and movement for better contract.

Please see the next page for a list of tentative agreements (TAs) that were reached by both parties:

continued on page 2
<table>
<thead>
<tr>
<th>Contract Article Proposed</th>
<th>Proposal Background</th>
<th>Proposal Change</th>
<th>TA Reached</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Article 14-</strong></td>
<td>Management had proposed to eliminate PNCC ONA rejected management’s proposal</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Professional Nursing Care Committee (PNCC)</strong></td>
<td></td>
<td>▶ Meeting agendas and notes to be completed ▶ PNCC members may invite the Chief Nursing Officer to the meetings</td>
<td>YES</td>
</tr>
<tr>
<td><strong>Article 15-Seniority and Job Posting</strong></td>
<td>Management proposed to add language for nurses that apply to change units, shifts or hours internally</td>
<td>▶ Nurse applicant will be moved to the new position within 6 weeks after the award</td>
<td>YES</td>
</tr>
<tr>
<td><strong>Article 17-General</strong></td>
<td>ONA proposed a new article on safety and wellbeing for nurses. Management proposed to make changes to the Security and Employee Safety Committee ONA continued to tell management that safety and wellbeing is a high priority. Management added language that leaned closer to what ONA expressed.</td>
<td></td>
<td>YES</td>
</tr>
<tr>
<td><strong>Article 17-General, Section D</strong></td>
<td>Labor proposed a new Article in the contract that would address Respect issues. Management rejected it. ONA continued to express that Respect for nurses must be acknowledged in the contract. Management added language to the Labor Management Committee section of the contract.</td>
<td>▶ Language added that gives us an avenue to promote mutual respect between nurses and managers and discuss the concerns.</td>
<td>YES</td>
</tr>
<tr>
<td><strong>Appendix C Leave of Absence</strong></td>
<td>ONA proposed to add language to the contract that mirrored the new Oregon Family and Medical Leave Insurance state tax law. And proposed for management to pick up the .6% tax that nurses pay each pay period. Management declined picking up the .6% and agreed to add the law into the contract.</td>
<td>▶ Law added to contract ▶ If your FMLI is unforeseeable, and 24 hour notice is not viable, you can submit notice with 3 days of commencement of leave.</td>
<td>YES</td>
</tr>
</tbody>
</table>
Updates from the Table  
*continued from page 1*

At the next bargaining session, your ONA bargaining team will have further non-economic and economic responses for management. We want to hear from you, so your bargaining team will be rounding your departments and units in May 25 and May 28 to share further bargaining details.

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Next Bargaining Session

**Thursday, June 1**

9 A.M. – 5 P.M.

Health Education Center
Auditorium

Wear your ONA “RECRUIT, RETAIN, RESPECT” button on June 1 to show you support the bargaining team in their negotiating efforts.

If you need a button, ask one of your bargaining team members for one!

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Nurse Staffing: Help Pass HB 2697

Oregon is facing a staffing crisis in our hospitals. Nurses and health care workers have been pushed to the brink by short staffing. Workers are struggling, and patient care is suffering.

House Bill 2697, as amended, will support nursing, professional, technical, and service workers and improve patient care in hospital settings through enforceable mechanisms by requiring that hospitals provide enough staff to care for patients, prevent unsafe patient assignments, provide legally-required breaks for meals and rest, and give workers a voice in setting the staffing levels. As amended, there is no known opposition!

Use this easy tool to write a letter to your legislator asking them to vote YES on House Bill 2697 to support health care workers and patients. Safe staffing saves lives!