Our ONA bargaining team had negotiations on Wednesday, June 14, and Thursday, June 15, and feel very grateful for the nurses that have shown us so much support. We had nurses show up to pack the hall on June 14, and they held Recruit, Retain, Respect signs as management walked into the bargaining room. On June 15, the ONA bargaining team posted our ONA cardstock signs with messages from nurses in the bargaining room so management could read them as we negotiated. We are thankful for our nurses and want you to know that your engagement and support goes along way!

After bargaining for two days, we tentatively agreed on the following items:

- **Introductory Period Language**
  - The hospital can extend an introductory period for new nurses who require additional time to acclimate to the unit. The hospital is committed to providing feedback during your 90 days to ensure a nurse is meeting unit competencies.
  - After several rounding interviews with nurses, we heard you, nurses expressed that they should have the opportunity to return to their original unit if the unit transferred to is not a fit. There is now language that allows for a nurse to return to their original unit.

- **Paid Time off Language**
  - We attempted to increase the number of nurses who can take vacation in Critical Care (a total of three per shift), but management's response was significantly worse. Management kept promoting the idea that nurses should just take

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vacation while creating barriers to how vacation is granted. The ONA bargaining team had back and forth conversations with management and decided to stick with the current contract language and withdrew our proposal so we can focus on other high priorities.

- **Staffing Language**
  - For the first time ever, we have staffing language in the contract! This language strengthens the staffing committee’s purpose and ensures the staffing plans are accessibly posted in units and followed. We also have another avenue to hold the hospital accountable.

- **Short Shift Incentive Language**
  - Per diem staff must be scheduled a minimum number of shifts to be eligible for the incentive shifts (code 62, code 66).
  - Management proposed staff who volunteer for low census would be ineligible for the incentive shift. However, your ONA bargaining team countered with language that would allow voluntary low census (VLC) and still be eligible for the incentive shifts, except for VLC on the same day.
  - There is now a $10.00 rate for a short notice-call shift for OR, Endoscopy, Women’s and Children’s Center, Cath Lab, and PACU. That is a $2.00 increase!

We continue to fight for diversity and inclusion on our holiday language to include Juneteenth, Cesar Chavez Day, and Indigenous People’s Day. Your ONA bargaining team has heard from you that your paid leave holiday (PLH) is a high priority issue and will not settle for any takeaway. We also heard that your wages matter, and to keep holding strong. Management proposed wage increases of 5 percent for 2023, 2.5 percent for 2024 and 2 percent for 2025, which is a total of 9.5 percent for the life of the contract. St. Charles Medical Center Bend just reached a tentative agreement for a four-year contract with over a 40 percent increase in wages.

We also continue to propose triage nurse language, and management continues to reject it. We plan to keep pushing for triage language to separate our break relief.

Your bargaining team will update you in person. Please feel free to ask questions, your engagement is important!

**Join Us** at the next bargaining session on Wednesday, June 28 along with an Informational Picket between 5 - 7:00pm. We need you there! Fill out the information picket pledge as soon as possible by scanning the QR code.

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