

OHSU Hillsboro Tuality Summary of Contract Changes:

Contract Article	Summary of Change
Article 20-Duration and Termination	➤ 3-year contract from a 2-year contract.
Article 1-Recognition and Membership	➤ Introductory Period language added to define an introductory period for new nurses and for nurses that transfer. ➤ New nurses have an introductory period of 90 days unless the Hospital extends the introductory period; the extension will not exceed an additional 90 days. ➤ The Hospital will provide a performance evaluation and written notice of the extension. ➤ Nurses that transfer to another unit will have 60 days to return to their unit or options to fill another position or take a per diem position. During the transfer period, union rights are maintained.
Article 17-General	➤ The Nurse Staffing Committee (NSC) is a new section to this article. There is now language in the contract that aligns with the staffing law. Staffing plans will be posted in units for employees to easily access. ➤ Committees: ○ Security and Employee Safety Committee is now called “Employee Safety Committee” and ONA shall have 5 members appointed. The committee promotes safety and wellbeing. ➤ Language added that encourages mutual respect between nurses and managers and promotes an avenue to discuss any concerns.
Appendix A (Wages and differentials)	➤ A total of a 15% increase for the life of the contract. Yearly wage increases are as follows (wage table example on next page): ○ Year 2023 = 7% ○ Year 2024 = 4% ○ Year 2022 = 4% ➤ Differentials: ○ Resource/Float pool differential increased from \$3.00 to \$4.00. Resource/float nurses competent in 4 clinical specialties earn a \$6.00 differential.

	○ Evening = \$3.00 ○ Night = \$6.00 ○ Relief Charge = \$3.50 ○ Standby = \$5.00 ○ Required Standby for Endoscopy, Cath Lab, OR, PACU = \$5.50 ○ Extra/Odd Shift = \$10.00 ○ Sleep Call for Women's and Children = 1.5x straight time rate of pay ➤ Certification-Nurses that meet the certification criteria and complete 1820 hours per calendar will receive a \$2,000 bonus, and nurses that complete 988-1819 hours will receive \$1,000. Protected unpaid leave of absence hours will not impact the hours of completion to receive the bonus.
Appendix B-Paid Time off	➤ We KEPT IT! ○ 360 hours cash out cap for your PLH (paid leave hours)
Article 8-Health and Welfare	➤ Short term disability language secured in the contract. ➤ *New* language regarding the Paid Family and Medical Leave Insurance
Memorandum of Understanding-Specialty Nurse Residency Program	➤ Nurses participating in the program will not be assigned low census nor floated during the residency program and four weeks following completion.
New Memorandum of Understanding-Triage Working Groups	➤ Emergency Department and Women's and Children Triage Working groups are committed to meeting within 60 days of contract ratification for the purpose of developing a recommendation that improves workflow, scheduling, and trial programs. Trial periods are determined by the working group.
Article 14-Professional Nursing Care Committee (PNCC)	➤ We KEPT IT! Meeting agendas and notes to be completed and PNCC members may invite the Chief Nursing Officer to the meetings