We met with Hillsboro Medical Center (HMC) administration on Friday, April 29, 2022 for our first bargaining session. Our team proposed a one-year contract rollover with a twelve percent (12%) across the board (ATB) raise for all ONA nurses. In addition, we made amendments to the floating and incentives sections of the contract.

You may be thinking, what is a contract rollover? A contract rollover protects us from administration removing benefits, which has been an issue in previous negotiations. We proposed this for various reasons which include preventing takeaways, focusing on a higher wage now rather than projecting the economy for multiple years and giving us time to train new bargaining team members.

We made edits to the floating section as this has been a reoccurring issue over the last few years. You can see the full proposal here: FLOATING PROPOSAL

In addition, we made edits to the wage section to reflect different incentives, some current and some new, for filling short notice shifts. Incentives are a mandatory subject of bargaining so we must have language that supports all the various time and a half, double time and other incentives offered. We proposed new, competitive incentives that are in line with our competitors (Kaiser, Providence, OHSU-the hill). You can see this proposal here: INCENTIVES PROPOSAL

We know that the hospital needs to do everything they can to recruit and retain nurses rather than relying on travelers to fill in holes. Travelers currently make two to three times the hourly wage of our ONA nurses. We proposed a twelve percent (12%) raise across the board due to knowing that the hospital has the financial means to do so if they are paying such an exorbitant amount for large number of travelers hired over the course of the pandemic.

Hillsboro administration was not prepared for this ask but did come back...
Our First Round of Bargaining!  continued from page 1

to us midday to let us know that they are interested in it. To that end, we confirmed bargaining dates for Wednesday, May 4 and Wednesday May 11.
They gave strong indications that their wage offer will be higher than previous years. They know they need to make bold and swift action to retain and recruit registered nurses.

This is promising as the cost of living has increased by eight point seven percent (8.7%) in the last year: https://www.bls.gov/regions/west/news-release/consumerpriceindex_west.htm This is the largest over the year increase in 40 years.
The Hospital will need to exceed the cost of inflation by a healthy margin in order to meet our interests.

BECOME AN ONA MEMBER TODAY

The more united we are, the stronger we are!
Complete an online application for membership on the ONA/OHSU-H bargaining unit webpage at www.OregonRN.org/Apply or reach out to your steward or bargaining team representative for a membership form.
Scan the QR code to become a member of ONA today!

Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.
Find more information at www.OregonRN.org/aft-summer.
Additionally, ONA will host two online clinics to help members understand PSLF, find out more about Summer and get the relief they deserve.

June 3 at 4 p.m.
Sign up at www.OregonRN.org/aft-summer.
Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.