Administration Proposes to Dissolve EIH

On Friday, Tuality Community Hospital (TCH) administration proposed to dissolve the extended illness hours (EIH) program in its entirety without a cash-out option. Their proposal is not a full supplementation of pay. The following was proposed as a package, meaning we accept all or none:

- End EIH accrual at time of ratification and all banked EIH hours will be dissolved at the end of the contract (two or three years).
- EIH banked hours can be used during that two or three-year period.
- EIH hours can only be cashed out if you retire in the next two or three years. Current contract language states that if a nurse retires, they can be rehired as per diem after 30 days, but when we asked if the nurse did not have a BSN or MSN would the hospital rehire them, management did not have an answer.
- EIH will be replaced with hospital-funded short-term disability (STD) insurance, which would pay out at 60 percent of your salary for all staff that are budgeted 48 hours or more per paid period.
- Staff could buy additional STD that would bring pay out to 66 percent.
- For the two to three-year period, you can use STD and EIH hours for all leaves, but at the end of that period you would only have STD and your paid leave hours (PLH).
- STD will start paying for leaves after two weeks, so staff would have to use PLH for first two weeks of their leave.
- Administration proposed to add 16 hours of PLH accrual per year for all current levels of accrual.
- Administration proposed to add two additional paid holidays: Martin Luther King, Jr. Day and Presidents’ Day.

Administration also counter proposed a change in vacation language to three off per day, as opposed to the current two per shift, (administration had initially proposed two per day, but walked it back a little). Requests would still be granted on a first-come, first-served basis.

Our ONA bargaining team also proposed:

- Improved vacation language for evening shift
- Double time for work after 16 hours
- For Geri Psych: Reinstating PLH, EIH, and retirement levels for folks who were laid off from Forest Grove

We deserve to be treated with dignity and respect. Now is the time to show administration that we are staying united and will not support cutting nurses’ vacation and healthcare accruals. The first step to showing that unity is joining ONA. If you have not filled out your membership application yet please reach out to our bargaining team. We are stronger together!

2020 ONA/TCH NEGOTIATIONS TEAM

- Cindy Kistler, RN (PCU)
- Terri Kaiser, RN (TOPS)
- Cindy Whitaker, RN (TOPS)
- Jayesh Palshikar, RN (Med/Surg)
- Chris Peterson, RN (ED)
- Cory Meyer, RN (Geri Psych)
- Chris Fults, RN (Med/Surg)
- Andrea Haney, RN (FBU)
ONA 2020 Convention & House of Delegates
May 18-19, 2020 • Portland, OR

The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

**Featured Topics**
- Keynote: Healthcare Equity
- Oregon’s Hospital Nurse Staffing Law
- Supporting Individuals Experiencing Homelessness
- Caring for the Queer Community
- How to Win Organizing and Contract Campaigns
- Importance of SANEs in Response to Sexual Assault
- Developing Cultural Humility
- and more!

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Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

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