NOW WE VOTE!

Our ONA Bargaining Team recommends a YES vote.

It’s up to us now.

Our vote will be online Wednesday, July 15 at 6 a.m. and will close Tuesday, July 21 at 11:59 p.m. [click here] and cast your virtual ballot. Only full dues paying members in good standing are eligible to vote in contract elections. If you are not a member and would like to vote, call 503-293-0011, email MemberServices@OregonRN.org, or [click here] to apply online.

If a majority of members vote YES to ratify the tentative agreement, our new contract will go into effect and we can continue to build our union to win even more next time.

If a majority of members vote NO, it means we are committing to take action. Our team will go back to renegotiate, but there are no guarantees that we will win more or even keep what we have in this current package. If an overwhelming majority of us commit to take more action, up to and including going on strike, our bargaining team will support our decision 100 percent.

Here is a summary of what we won, what we successfully fought back and where our team made tough calls:

We Won:

- Match to our 403b (up to a three percent match when a nurse contributes six percent)
- Higher rate of Paid Leave Hours (PLH) accrual (16 more hours a year for full FTEs)
- Higher PLH cap (from 360 hours to 480 hours)
- Two additional holidays
- Lower premium healthcare rates for nurses with families, significantly lower for part-time nurses with families (from 80 percent to 87.5 percent for full time; from 56.55 to as much as 72.5 percent for part time!)
- Three percent raise on July 2021
- Over 16 hours becomes double time (consecutive hours at the end or before shift if they are call hours)
- Only a seven day wait period for short term disability
- Expanded list of bonus qualifying certifications
- Protections for resource nurses from low census
- Resource nurses paid for staff meetings for up to two units

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Tentative Agreement!  
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- Stronger language for grievances
- Stronger language for investigations
- Stronger language for progressive disciplines
- Disciplines are removed from our files after two years
- Guaranteed transfers based on seniority
- Defined variable shifts (start times will vary no more than weekly)
- Float language for Geri Psych (nurses only float out of or in to Geri Psych on a voluntary, case-by-case basis)
- Higher differentials for Relief charges
- Short Notice Shift Incentive permanently added to main contract
- Grandfathering for non-BSN nurses to transfer to other positions
- ADNs are eligible for re-hire after retirement
- Stronger language in equality article (added creed, gender identity or expression, family relationship, and veteran status)
- Release for legislative activities through ONA
- The Labor Management Committee permanently in the contract
- When two or more nurses have the same seniority, nurse with lower employee number will be the tiebreaker
- Definitions for evening shifts and weekend day shifts
- A Nurse residency program
- Nurses continue to receive step increases

What OHSU-H Proposed, and We Fought Back:

- OHSU-H wanted to competently dissolve Extended Illness Hours (EIH), including everything we already accrued—we saved what we’ve accrued
- OHSU-H wanted to decrease nurses’ ability to take vacations by half (only two per day)—we saved our ability to take two per shift
- OHSU-H wanted to combine PACU, Day Surgery, and TOPS—we kept them separate
- OHSU-H wanted Per Diems to work five open shifts in a six-week period—we kept the current language of three a month
- OHSU-H wanted to merge of TOPS OR and Main OR—we kept them separate
- OHSU-H wanted restricted access for labor reps—we kept current contract language

Changes and Tough Decisions:

- OHSU-H will sunset EIH. Nurses who’ve accrued hours will keep them and can cash them out at retirement as per previous contracts, but no new hours will accrue
- Geri Psych nurses can request experience review for wage placement; nurses who were laid off from the old facility will receive a lump sum of $100 per year of service prior to layoff
- OHSU-H will no longer provide annual labs

Information about the vote will be forthcoming

Click here to view a draft of the full red-line document.