Close to One-Year Rollover

We met with Hillsboro/Tualatin administration on Wednesday, May 4, 2022. After a few comprehensive proposals being exchanged, the parties are close to a tentative agreement on a one-year rollover of the contract.

This is where the parties stand:

**Wages**

**ONA:** Ten percent (10%) across the board increase first full pay period after July 2022.

**Hospital:** Nine percent (9%) across the board increase first full pay period after July 2022.

**Per Diem Nurses**

**We are close on these items:** Work at least six (6) open shifts in a six-week schedule period, work one (1) weekend shift per quarter and one winter holiday (Thanksgiving, Christmas or New Year’s Day). The hourly requirement of at least 832 hours is removed so that nurses will get wage step increases more often.

**ONA:** We think the per diems should be available for six (6) shifts in a six-week period. They said some nurses have misinterpreted what available means.

**Floating**

They mostly agreed to our proposal that nurses will only float within their cluster:

- Medical/Surgical Units and 4-West
- ICU/Critical Care and PCU
- Women’s and Children’s Center (including Labor and Delivery, Postpartum, NICU, and Pediatrics)
- Surgical Services, consisting of OR, PACU, Day Surgery, Outpatient Surgery (TOPS), Diagnostic Imaging, and Endoscopy
- Cath Lab (Note: We are discussing that Cath Lab nurses can float out but nurses can’t easily float into Cath Lab)
- Emergency Department
- Geriatric Psychiatry

Floating outside the cluster is voluntary. Nurses who float outside their cluster will get a $2 differential. Float pool nurses who are competent in at least four (4) specialties will receive a $5 differential.

**ONA:** Relief Charge Nurses will not be floated to other relief charge assignments unless it is voluntary.

**Low Census**

**ONA:** Maintain 16-hour cap on low census per pay period

**Hospital:** They want to remove the 16-hour cap per pay period.

*This is our biggest difference. We had a lengthy discussion about how we could keep the cap if people were willing to float outside their cluster.

**Short Notice Shift Incentives**

**Hospital:** Designates which shifts qualify for incentives.

Nurses who have protected sick leave will now be eligible for incentives.

Two different incentives can be added together by management discretion.

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Two incentives were added, to be later named:

- Time and a half (1½) for what would be straight time and double time for what would be time and a half (1½).
- Double time for all hours worked on a designated shift.

ONA: We mostly agree with them on these incentives.

Clinical Ladder

Hospital: Adding language about an advanced clinical ladder program to be developed. This will give us a pathway to develop professionally and we will eventually receive differentials for doing so. A committee will be developed to design the program.

ONA: Selection of our committee members should be through our process (management agreed).

You can see both proposals on our webpage: www.OregonRN.org/OHSU-H.

Mid-Term Floating & Low Census:

In our second bargaining session on May 4, we discussed with administration about how we can keep the 16 hour per pay period cap on mandatory low census.

We started working on contract language that would have nurses notify their manager prior to the pay period or six-week scheduling period that they are willing to float outside their cluster.

We have already agreed that floating outside your cluster would be voluntary. This is where we got stuck.

We need your voice to help guide us in bargaining next Wednesday, May 11. Please respond by 11:45 PM on Tuesday, May 10.

https://www.surveymonkey.com/r/HMC-FloatLowCensus

ONA Convention & House of Delegates

May 17-19 in Portland

The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is Stand Up, Rise Up, Celebrate! The Power of Our Profession.

The past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward. Together, we can stand up to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can rise up and build a better health care system that values caregivers and patients. Together, we can celebrate our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19).

Registration has been extended to May 11.

www.OregonRN.org/event/2022Convention