Our ONA/Washington County Health Department (WAC) negotiating team has tentatively agreed to the employer’s proposal on a contract extension agreement, which means everything remains the same except for pay increase. Your team, Kathleen Souhrada and Laurie Lundy, are recommending that you ratify this agreement.

These are the terms of the tentative agreement:

- A 2.6 percent pay increase beginning the first full pay period closest to July 2020 through June 30, 2021.
- A 5.4 percent market adjustment beginning the first full pay period closest to July 2020 through June 30, 2021, for a total increase of 8 percent.
- A provision to give either ONA or WAC the option to reopen the contract should health insurance premiums for plan year 2021 increase by 10 percent or more over the preceding year. The negotiations would be limited to discussing restructuring contribution rates and/or a restructuring of the benefit plan design.

- The contract’s new expiration date will be June 30, 2021 and the new date to reopen the contract will be January 1, 2021.

ONA dues-paying members will be able to vote on whether to ratify this agreement. Voting will open on Tuesday, May 12. A link to vote will be sent via email. The vote will close Friday, May 15 at 4 p.m.

You can find the contract extension agreement printed on the back of this newsletter and posted on the ONA/WAC bargaining unit webpage at www.OregonRN.org/98.

If you have questions about the tentative agreement, please contact ONA’s Director of Labor, Alan Yoder at 503-293-0011 or Yoder@OregonRN.org. If you have other questions or concerns, please call your interim labor representative, Julie Serrano, at 541-601-5959 or email Serrano@OregonRN.org.

As more cases of the Coronavirus (COVID-19) are reported and confirmed, ONA will continue working relentlessly to do the work needed to keep nurses and our communities safe.

Frequently Asked Questions

To help nurses and health care workers navigate the COVID-19 crisis, ONA has compiled a frequently asked questions document. Please check the FAQ to find the answers you need.

To learn more about working conditions for nurses during COVID-19 and to take the COVID-19 Workplace survey, visit:

www.OregonRN.org/coronavirus
EXTENSION AGREEMENT

Between

WASHINGTON COUNTY

And

OREGON NURSES ASSOCIATION

The above-named entities are parties to a collective bargaining agreement (CBA) scheduled to expire on June 30, 2020. The parties have agreed to extend their CBA for one year. Pursuant to this extension agreement, the 2017-2020 CBA will remain unchanged with the following exceptions:

1. Article 29, Effective Date and Termination, will be modified to provide for an expiration date of June 30, 2021. In addition, the date for either party to provide notice of intention to renew or modify the CBA will be changed to January 1, 2021.

2. Article 17, Health and Life Insurance, Section 17.1, will be modified to provide as follows:
   • Should health insurance premiums for plan year 2021 increase by ten percent (10%) or more over the preceding year, either the County or the Union may reopen discussion concerning restructuring of contribution rates and/or a restructuring of benefit plan design. The parties agree to a forty-five (45) day mid-term bargaining period in the event a reopener is exercised.

3. Appendix A, Hourly Wage Rates, will be modified to add the following:
   • Effective the first full pay period in July 2020 through the pay period closest to June 30, 2021, increase wage rates in effect June 30, 2020 by a percentage equal to the percentage change in the CPI-W, West Coast (Annual Average for 2019) with a maximum increase of 4.5% across the board. (The parties agree that the CPI-W, West Coast (Annual Average) for 2019 is 2.6%.
   • Effective the first full pay period in July 2020 through the pay period closest to June 30, 2021, increase wage rates in effect June 30, 2020 by an additional 5.4% as a market adjustment, for a total increase of 8%.

Agreed on this ___ day of May, 2020

WASHINGTON COUNTY

OREGON NURSES ASSOCIATION

By_____________________________          By_____________________________