Wages, Differentials and Preceptor Pay Discussed in Bargaining

Your ONA bargaining team met with Willamette Valley Medical Center (WVMC) management last week and started moving on topics that are deeply important to this bargaining unit. We also reached tentative agreement on one topic.

ONA Presented:

- Wages
- Preceptor (Tentative Agreement (TA) Reached)
- Certification Differential
- Advanced Education Pay

Below is the in-depth look of the ONA presented topics:

**WAGES**

Our first proposal concerning wages went across the table during this session to WVMC and management is currently taking their time to formulate a counter proposal as what we have proposed is very structured and transparent.

In formulating this proposal, your bargaining team looked at several local area hospitals that would serve as comparables for how we would structure a wage scale for WVMC. It is our expectation that we will receive the WVMC’s first wage proposal on this topic at our next session and your bargaining team will evaluate the proposal at that time.

It is important to note that this proposal defined clear and unambiguous criteria on how progression on a wage scale would occur and the number of years that this scale would span.

**PRECEPTORS (TA REACHED)**

Your bargaining team and WVMC reached a TA on the topic of preceptor pay and have set up formal criteria. That criteria defines the role of a preceptor at WVMC and how nurses shall be designated as a preceptor at the facility.

In addition, your bargaining team and WVMC have also determined rate of hourly pay for acting as a preceptor. We believe that the agreement reached is fair to our nurses.

**CERTIFICATION DIFFERENTIAL & ADVANCED EDUCATION PAY**

During our negotiations, your bargaining team improved proposals on advanced education pay and certification differential. WVMC informed us that there was already a plan in place to compensate you for your bachelor’s degree or national certification, provided you have greater than one year of acute care experience. You should be receiving an additional three percent pay for either of these premiums. You could also receive an additional three percent if you have two years acute care experience and you have service in a leadership capacity including charge nurse, preceptor, etc.

You should raise this with your manager and be prepared to show proof of certification or your bachelor’s degree. If you do not receive the differential, you should contact a union officer and make us aware.

continued on page 2
Wages, Differentials and Preceptor Pay (continued from page 1)

These premiums are part of your current tier system. We understand that many nurses are not aware of the tier system and may have been overlooked for these increases. We will be having a more detailed discussion regarding the tier system in upcoming negotiations sessions. If you have any ideas, please share them with your bargaining team, your input is greatly valued!

In Solidarity,
ONA Bargaining Team

PARKING LOT MEETING IN FEBRUARY

Meet your ONAWVMC labor representative before or after your shift to get a bargaining update and have any of your questions answered!

Next meeting:

Tuesday, Feb. 23, 2021
0630 - 0800 and 1830 - 2000

We will be in the front parking lot with coffee and donuts!

Lets Talk About Wages!

Join us for our next membership meeting where we will have a discussion about wages! Friday, Feb. 26th at noon and Saturday, Feb. 27th at 8 p.m. via Zoom, see following for information.

https://aft.zoom.us/j/86198581490?pwd=bkdYdnVILzFydGdqOUVIdXFXT29TUT09
Meeting ID: 861 9858 1490
Passcode: 974566

Valentine’s Sent to Lori Bergan on Nurses’ Behalf

Last week we asked our community to send a Valentine message to WVMC’s Chief Executive Officer (CEO) Lori Bergen on our behalf in an effort to help her understand the urgency needed to get to a first contract.

In the days leading up to Valentine’s Day, our community wrote 140 letters supporting us as nurses and our desperate need for a fair first contract. We are so thankful for the support our community has showed us and confident that we are heavily supported by our patients and our neighbors!