Willamette Valley Medical Center
Tentative Agreement Ratification Vote

We’re pleased to announce that at 4 a.m. on Friday, Sept. 3 we reached a tentative agreement (TA) on our new union contract with Willamette Valley Medical Center (WVMC)! It’s because nurses came together, stood strong and took action over the last two years that we’ve been able to achieve this tremendous win. Since we have reached a TA with the hospital, we are cancelling our town hall scheduled for Thursday, Sept. 9.

This first contract will include a much-improved financial package and a greater voice in work roles and patient care, in addition to foundational union job protections. You can find additional highlights from the contract at the bottom of this email and a full summary of the TA here. The full text of the contract will be available for review next week.

Our bargaining team emphatically recommends a YES vote on the contract.

While we have reached a TA, the contract only takes effect following a majority vote of ONA members at WVMC. The contract will be ratified if 50 percent + 1 person votes in support of the agreement. Often contracts are ratified with substantially greater YES votes.

INFORMATIONAL MEMBERSHIP MEETINGS

We will be holding informational meetings where our bargaining team and ONA staff will walk through the new contract, discuss the ratification vote and answer questions. The informational meetings will be held via Zoom on:

- Tuesday, Sept. 21 at 5:30 p.m. and 8 p.m.
- Wednesday, Sept. 22 at 5:30 p.m. and 8 p.m.

Join the meetings at: https://bit.ly/3yWquHg

CONTRACT RATIFICATION VOTE

Contract ratification voting will open after the last membership meeting at 9 p.m. on Wednesday, Sept. 22 and will close at 12:01 a.m. on Saturday, Sept. 25. Voting will occur through a secure online platform and will be initiated through members’ non-work emails.

Questions can be asked of ONA staff and bargaining team members during drop-in meeting times via Zoom during the voting period:

- Thursday, Sept. 23 at 11 a.m.
- Friday, Sept. 24 at 11 a.m. and 5:30 p.m.

Join the meetings at: https://bit.ly/3yWquHg
TENTATIVE AGREEMENT HIGHLIGHTS

Highlights of the TA include achieving four pillars of a union contract:

- Just cause protection against unfair discipline and discharge
- A grievance procedure with binding arbitration to ensure fair enforcement of our agreement
- A wage scale that provides consistency and transparency for WVMC RNs pay
- A union shop that supports the ongoing strength of our organization

We also have several other significant victories in our first contract, including:

- Restoration of health insurance benefits for part-time nurses starting in 2023
- No increased premium costs on insurance benefits
- Enhanced rights when returning to work from leaves
- Expanded illness leaves
- Greater voice in work roles, including regular scheduling and defined breaks and limitations on low census
- Restrictions on the use of traveler nurses
- Establish a nurse practice council that meets regularly to address clinical issues in the workplace
- Contract terms to ensure fairness in filling vacancies
- Provisions to ensure a safer work environment including language to address back injuries
- Restrictions on the right of management to make changes in benefits
- Access to a union representative when meeting with management in an investigation
- Expansion on nurses’ need to have time off between shifts

We could not have achieved this incredible accomplishment without all of your support. Thank you so much to our contract action team and all of you that showed up to parking lot meetings, our rally, signed a petition, talked to a coworker, voted to form our union, and stood together to make this contract a reality. We look forward to continuing to build our union alongside each and every one of you.

In Solidarity,

Jenie White, Corey Mertz, Jenny Robinson, Mike Myzak, Katie Quinlan, Rena Langlitz, Liz Ketchum and Katie Sparrow