

# We are done! We have a Tentative Agreement! It is one that we feel good about, and we can recommend!

- 2 year agreement,
- Good wages increases — 4% each year,
- A new 30 year step,
- Improvements in our staffing committee's processes which should lead to better staffing,
- No changes in our insurance (Base Plan) for 2009,
- Increases in certification and clinical ladder pay,
- Increases in night shift, preceptor, and AHN pay.

To view the details of our settlement go to our website at [www.onappmcrns.org](http://www.onappmcrns.org). Our website has past updates and a very draft copy

The ratification vote will be held on Friday, February 20th at the Hospital from 7:00am to 8:30pm in room HCC6. More details are on the back.



A special thanks to all the ONA members at PPMC whose membership and financial support help to make this contract in these economic times possible. We also want to thank the ONA bargaining team and members at St Vincent Medical Center. It was their settlement from the spring of 2008 that set the pattern for 4% wage increases.

**ONA Officers at PPMC:**

Chair: Juanita Wolf, RN, OP Transfusion  
Secretary: David Arlint, RN, 2R  
Treasurer: Terri Houck, RN, IV Therapy  
PNCC Chair: Sue Phillips, RN, 8S  
Member at Large: Karen O'Dell, Float Pool



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**The Healthy Work Environment Initiative.**

In a few months, members of the Nursing Practice Council, Nurse Council, House-wide Staffing Committee, and members of the ONA leadership in the Hospital will come together to focus on developing an action plan to create a Healthy Work Environment. The initiative will focus on the Six Essential Standards for a Healthy Work Environment based on research by the AACN (you can find this research on the PPMC ONA website and the Forces of Magnetism.

This is an exciting opportunity, even if at the moment it seems a little vague. If you have thoughts about what would make the work environment better at PPMC, (and not just more staffing thought that will certainly be part of the discussion!) please let us know. We expect the planning to begin in a few months following the ratification vote.

**Ratification Details.**

**Voting to approve the settlement will occur on Friday, February 20th.**

We had hoped to have two days of onsite voting but space in the Hospital is limited in the month of February.

We would like to get the vote done soon so that the new wage rates and differentials can take effect by March 3rd. Retro checks on the wage rates only should come by April 3rd.

**If you are not working or cannot make it in to vote on that day, please contact Rob Nosse at ONA (503) 293-0011x318 or ask one of the communications for an absentee ballot. You must be an ONA member to be eligible to vote.**

**ONA's Annual Convention Is In Portland April 15 & 16.**

**LAW AND ORDER:  
ISSUES IN PRACTICE**



**2009 ONA CONVENTION  
APRIL 15-16  
RED LION ON THE RIVER  
JANTZEN BEACH PORTLAND**

**Oregon  
Nurses Make  
A Difference**

The focus is on all the laws that effect nursing: HB 2800, FMLA, Workers Compensation, Board of Nursing/Scopes of Practice, Labor Laws, and much much more. **If you would like to attend and be a delegate please contact Jenny Taylor at (971) 227-1000.**

There are ways that ONA can also offset your cost. You can also earn Continuing Education Credits for your attendance.

**FOR MORE INFORMATION CALL OREGON NURSES ASSOCIATION  
503-293-0011 OR INFO@OREGONRN.ORG**