December 26, 2013

Bargaining Team:
Elaine Beers
Sandy Fleetwood
Ron Ferrand
Toby Knight-Meigs
Annette Smith
Judy Thibault

ONA Labor Relations Representative
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Bargaining Update #3
Tentative Agreement Reached
Your Team Recommends a “YES” Vote

On December 19 and 20 your bargaining team met with the hospital for back-to-back negotiation sessions. We are delighted to announce that we have reached a tentative agreement (TA) with the hospital. Your bargaining team felt the agreement reached was both reasonable and just for both sides.

Some of the highlights of the agreement are:

- Three year agreement
  - 2% first year
  - 2.25% second year
  - 2.25% third year (total 6.5% over three years)
- An additional Step – Step 14 after 27 years of service
- Retain current health care and hospital/nurse discount through 2014.
- Professional Development Fund increased to $17,500 and one additional paid education day for nurses with specialty certification.
- Low census pilot program with a 15% cap
- Modest increase in Charge Nurse Differential
- Modest increase in Evening and Night Shift Differential

Your negotiation team fully recommends ratifying this agreement.

The full agreement with modifications may be viewed on the ONA website [here](#).

The ratification vote will be held on Wednesday, January 8, in the Human Resources (HR) Director’s Office.

Voting block times are:
- 7:30 - 9:00 a.m.
- 1:00 - 2:30 p.m.
- 3:30 - 5:00 p.m.

Members of your negotiation team and your labor representative, Gary Nauta will be on hand to answer any questions that you might have.

A copy of the tentative agreement will also be available on January 8, at our vote.

Please Note
You will need to be an ONA member in good standing to vote on the contract.

You can join “on-the-spot”. We'll have membership packets available at the vote.

Your negotiation team spent a great deal of time on your behalf.

Please take the time to thank:
Ron Ferrand
Elaine Beers
Judy Thibault
Toby Knight-Meigs
Sandy Fleetwood,
Annette Smith
and special guest
Bonnie Forbis.

First row left to right: Elaine Beers, Annette Smith, Judy Thibault
Back row left to right: Gary Nauta, Toby Knight-Meigs, Bonnie Forbis
Guest labor and delivery (L&D) speaker
Ron Ferrand