1. Added casual on-call RN positions to inpatient
2. Administration of obtaining and securing extra shifts outside of the home department, written in the contract (to ensure fairness and equitable processes)
3. An additional 2.5-million-dollar investment in Career Ladder (which will transition to PNAP "Professional Nurse Advancement Program")- this means new levels and new percentage rates
4. Attendance protections: If Employee Health recommends that you stay home due to illness (e.g., COVID, flu, Norovirus), it will not be counted against you.
5. Certifications listed in Article 25 include BLS, NIHSS, and ONS (ACLS, PALS, and NRP are already listed) *this is not an exhaustive list; anything required per job description is to be paid BY the employer per NW.HR.47.001 **EDUCATION FUNDS ARE FOR ABOVE AND BEYOND YOUR JOB REQUIREMENTS**
6. Re-enforced labor choosing labor regarding Charge Nurse Selection
7. Clinical shift for charge nurses- ensuring
8. Codified that emergency days without pay (EWOPs) are NOT subject to corrective action
9. Continuing Care/Home health no longer required to remove 60 miles from the start and end of their mileage report 60 miles x4 shifts x.70 (mile reimbursement) x52 = $8,736
10. Contract Clean Up
11. Decrease mileage requirement for bereavement travel from 300 to 250 miles
12. Decreased probation period from 180 days to 120 days
13. Differentials improved
    a. Bilingual $2.00 from $1.15 = $1591.20/year increase for .9 full-time
    b. Night Shift $7.50 from $5.90 = $2995.20/year increase for .9 full-time
    c. No Cancellation
    d. Preceptor for all locations, inpatient and outpatient $2.30 from $2.00, to include travelers, agency.
    e. Standby $8.00 from $4.75
14. Education guidelines for Article 25, if they meet the requirements, do not require CEUs
15. Expansion of Education days to BENEFITTED ONCALLS
16. Expanded bereavement from three (3) to four (4) days
17. Expanded/reinforced Kaiser access to our Internal Organizers (union employees)
18. Expanded non-discrimination
19. Created a fair and equitable holiday scheduling process
20. Flexible Personal Day: 1 day = to shift length prorated by FTE status
21. Float Holiday: Increased from 3 to 4 total

22. Genderless contract
23. Honoring chosen family/friends for bereavement
24. Job bidding language improved
25. Improved outpatient on-call language
26. Improvement of holiday language (employees are paid for their whole HOURS they would have worked if they were off on the holiday instead of 1/10th of their BAH) Expanded clarity:
    a. Holiday language for when buildings are closed
    b. Time off procedures- RN is to use a holiday as a day worked, so RN does not have to use PTO (previously in lieu of language).
27. Increased # of RNs off per shift, per department
28. Increased # of RNs released for union release
29. Increased OFNHP Education funds by $55k (total of $100k annually)
    a. Education Fund can now be used to defray the cost of the **secondary** license required for employment (Oregon $259 every 2 years, Washington- $138 yearly)
30. Members facing corrective action have the right to select their steward
31. New Differential
    a. Inpatient and outpatient weekend $1.50
32. New Grievance Procedure
33. New step on wage scale (step 13)- 30 years 2.5% increase
34. New wage scale for RRT RNs (RN 89) = $5616 increase to base wages .9 FTE
35. Preserved
    a. Appendix I (Double time) for Inpatient RN- employer wanted to remove entirely
    b. Flexible personal day – the employer wanted to remove it entirely
36. Process for rapid shuffling of positions to ensure KP RNs get first “dibs” on new schedules/positions before posting outside of the department, codified in contract (inpatient and outpatient)
37. Rapid Shuffle language/Posting of positions
38. Reinforced the importance of admin time for charge nurses- expanded to Surgical Services and Inpatient
39. Reduced the number of weekends required for availability for all on call
40. Relief Charge Nurse Selection Protection – LABOR CHOOSES LABOR
41. Removal of “hours” column from wage scale
42. Return of 1-hour lunches for outpatient RNs (ability to combine meal and rest breaks)- Reinforcing RN autonomy to do what is right for themselves personally and workload

43. Seniority (accurate accounting)
44. Seniority protections (90-day return)
45. Seniority protections for members detained by ICE
46. Seniority reciprocated between ONA and OFNHP RNs
47. Staffing Champions for inpatient RNs to oversee the scheduling of staff and travelers for transparency
48. Staffing language for outpatient RNs
    a. “When outpatient RNs raise concerns regarding staffing adequacy or workload, the Employer shall engage in a timely review of staffing conditions and provide relevant staff and workload data necessary to assess the concern, as proposed. The Employer shall respond with identified mitigation strategies or rationale within 60 days.”
49. Troubled Employees' contract language for parity within OFNHP (expansion of Employee Assistance Program language)
50. Union seniority to encourage advancement from other BUs into the RN CBA