Negotiations Have Begun – Meet Your Bargaining Team!

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An Update on Consolidation of Observation, Medical Surgical and ICU units

Many of you have had questions on the proposed consolidation of Observation, Medical Surgical and Intensive Care Units (ICU). From discussions with the administration’s bargaining team during negotiations we learned the following:

- The three units are going to be under the administration of a manager and an assistant manager. The manager will be required to have a bachelor’s degree with the intent to acquire a master’s degree within five years. The assistant manager will be required to have a bachelor’s degree.
- Due to increased demand for IV therapy, chemo, and wound care treatments this will remain a separate unit.
- The intent of combining these units is to decrease low census during the night shift, provide a better work flow, eliminate the need to move patients from one unit to the other, and allow the hospital to staff based on acuity.

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instead of only number of patients. This should not affect a nurse’s regular schedule, with the exception of the positions that previously staffed nights on Unit C. ICU nurses will remain in their unit to take care of their patients but will also be taking care of observation patients and Medical/Surgical patients that are in their unit, as they do now.

- No nurse will be required to obtain a BSN as a result of this change. A subcommittee of the PNCC shall be established with participation from affected nurses to ensure a smooth, fair transition.

Negotiations Are Off to a Productive Start!

On Thursday, Oct. 8, your bargaining team had its first meeting with the administration’s team. We promptly agreed to ground rules which give nurses the right to attend and quietly observe negotiations, and prevent your team members from losing benefits by volunteering their time to serve. Team members will still have to use PTO or unpaid leave during negotiations.

Later in the day, we submitted the majority of our proposals in an effort to quickly move negotiations forward. Our proposals address solutions to high health care premiums, across-the-board pay increases, pay steps, certifications, Low Census Standby (LCSB) and holiday scheduling, as well as others issues you brought to us through surveys or membership meetings.

We hope to address your key issues in this contract – we have until our third session to submit all of our proposals.

To that end, additional bargaining dates are scheduled for Oct. 22, 23, 27 and 28. All sessions start at 8:30 a.m. and run until the end of the day, with the exception of Oct. 28, which will end at noon.

Please attend and support your team!

We’re Organizing Our Contract Action Team!

How do you hear about negotiations and meetings? ONA members at Good Shepherd are currently establishing a Contract Action Team (CAT) composed of nurses who get the word out and encourage participation during contract negotiations. This approach is a proven tool for improving two-way communications. We want you to know what is happening as soon as it happens, and we also want the team to know your concerns as soon as they happen.

Are you willing to help keep your co-workers informed? Please contact Dan Abernathy at 503-410-6080 or email abernathy@oregonrn.org

Listen and Learn Updates!
Conference Room 3 and 4, next to the Cafeteria
Wednesday, Oct. 15, 11a.m. - 9 p.m.
Thursday, Oct. 16, 8:15 a.m. - 3 p.m.

Attend Negotiations!
Wednesday, Oct. 22
Thursday, Oct. 23
Monday, Oct. 27
Tuesday, Oct. 28
All sessions start at 8:30 a.m. and last all day, with the exception of Oct. 28, which will end at noon. Medical Office Plaza Conference Room 1, in the Basement.

Don’t Forget!
Fill out Your Survey Today!

Most of you have already completed your bargaining survey. If you haven’t, please do so immediately. Your input is necessary to reach a strong, comprehensive agreement.

How to Take the Survey
- Go to www.OregonRN.org
- Click on Good Shepherd under Find Your Bargaining Unit