

June 15, 2015

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3 Tower

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### ONA Labor Relations Representative

Susan Bruce, RN  
541-261-8359  
bruce@oregonRN.org

### Oregon Nurses Association

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## RRMC Proposed Health Care Coverage Changes

The hospital proposed changes to the 2016 health benefits plan that we need to either agree to or bargain. There are three changes being proposed

1. The premium for plan 1 (PPO) will increase by 5 percent for an employee only that equals an increase of \$1.58 per pay period for 24 pay periods or \$37.92 per year. The cost for employee and spouse will increase \$7.36 per pay period for a total of \$176.64 per year. Employee and children will increase by \$5.75 per pay period for a total of \$138 per year and employee and family will increase by \$9.52 per pay period which equals \$228.48.
2. The second change to plan 1 is an increase of the emergency room (emergency room co-pay to \$150.00 which is waived if admitted).
3. The third change affects Plan 2 (CDHP + HAS) and decreases from 30 percent to 15 percent the

emergency room copay for participating Regence Providers and non-participating providers.

We have agreed to respond to the hospital no later than July 24 with either an acceptance of the plan or a demand to bargain.

There are a couple of reasons for the hospital proposals, which by the way were far less than their original suggestions presented at the second meeting.

- Plan 1 has had a 12 percent increase in cost over the past year. The other plans did not see such increases.

We need your feedback regarding these changes as we must respond to the hospital by July 24, 2015. Please contact Susan Bruce, ONA Labor Relations Representative at [Bruce@oregonrn.org](mailto:Bruce@oregonrn.org) or a Bargaining Unit Officer to share your feedback.

## ETO Grievance Has Been Approved for Arbitration

In March of this year a nurse noticed that she did not accrue any Earned Time Off (ETO) on her paystub. Thinking this was a clerical oversight she spoke with payroll in order to correct the error.

Subsequently, she was notified by her manager that she had reached the ETO cap and would no longer accrue ETO on hours worked and that in order

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## **ETO Grievance Has Been Approved for Arbitration** — *continued from page 1*

to ensure she did not lose the benefit they would work with her immediately to schedule time off during the current pay period. The nurse has also been encouraged to request more time off in order to not lose this benefit in the future. The nurse agreed to take a previously unscheduled day off, which resulted in her unit working short.

This same nurse had made several requests for time off at the beginning of the year as specified by the contract in

### **Article 9.4 ETO Use:**

**A. No Waiting Period.** ETO hours may be used as soon as they are accrued.

**B. Scheduling.** Requests for ETO will be submitted in writing no later than Jan. 31 each year, for ETO to be taken between the subsequent June 1 to May 31.

RVMC will grant or deny such requests on or before February 28 of the year in question according to the guidelines listed below. At other times, such requests will be submitted in writing, and at least two (2) weeks before the schedule is posted, again, according to the guidelines listed below.

The unit scheduler will respond in writing within fourteen (14) days after the request is received.

Many of those requests were approved, however a couple of them had been denied.

### **According to Article 9.7**

**Specific ETO Utilization Rules.** Time off with pay is

provided so nurses may enjoy a period of rest and relaxation and be better prepared to meet the physical and emotional demands of patient care.

For this reason nurses are encouraged to utilize fully ETO on a scheduled basis as outlined above. In addition, other rules apply, as follows:

**A. Maximum Accrual and Cash out.** Earned time (ETO) off may not be accrued in excess of a nurse's ETO benefit amount for a one and one half (1½)

year period. If a nurse requests ETO in a timely manner and it is not granted, the non-accrual provision of this paragraph will not apply. Up to sixty (60) hours (Code 2) and one hundred twenty (120) hours (Code 1) of ETO may be cashed out each year at the RN's option per Hospital policy.

*Since the nurse was denied ETO, according to the contract the cap would not apply.*

The nurse filed a grievance and it was denied at both steps 1 and 2. The ONA Economic and General Welfare (EGW) Cabinet reviewed the case and supported taking this case to arbitration.

This provision is not new to our contract; however it has not been challenged in the past. If you have had a similar situation occur please contact ONA Labor Relations Representative Susan Bruce at [Bruce@oregonrn.org](mailto:Bruce@oregonrn.org)

# **ONA BARGAINING UNIT LEADERSHIP CONFERENCE**

## **Powering Up: Challenges & Opportunities**

Please mark your calendars and plan on joining us for the 2015 Annual ONA Bargaining Unit Leadership Conference this fall. This year's leadership conference, "Powering Up: Challenges and Opportunities" will be Friday, Sept. 18, 2015, at the Holiday Inn in Wilsonville. We are excited to present a day of educational sessions focused on strengthening our bargaining units and honing collective bargaining skills, positioning ONA and nurses to be ready for future challenges and to capitalize on opportunities as they arise.

### **Who Can Attend?**

This conference is specifically for ONA professional union members who are either currently in leadership positions (BU executive team, PNCC members, Staffing Committee members) or those who are interested in taking a more active role in their bargaining unit. ONA Student Affiliate Members are also welcome to attend.

### **Continuing Education**

This program is pending approval by Oregon Nurses Association, CEARP # 301.06.2015 for continuing nursing education contact hours. ONA is an accredited provider approved by Cal BRN, Provider #15089.