



Oregon Nurses Association
Bargaining Unit Newsletter

May 28, 2015

St. Charles Medical Center - Bend (STCB) Bargaining Update 9



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This weeks' bargaining session May 26 resulted in another two tentative agreements (TA). Oregon Nurses Association (ONA) opened the day with two package proposals on outstanding language issues. St. Charles Health Systems (SCHS) responded, provided a financial comparator presentation and a financial package proposal.

ONA's Language Packages

Our ONA team proposed a package that would address all outstanding language issues in Article 5 Employment Status. We agreed to include their most recent language regarding Timekeeping Attestation Process with the removal of the final sentence which referred to the disciplinary process. The new language would read "the intent of the attestation system is to gather data that can be used to improve processes within the Hospital. Nurses are expected to accurately report all time worked" (Article 5.1.7).

The same Article 5 package agreed to the latest language proposed by SCHS on May 19 regarding altering "Suspension Pending Investigation" to "Administrative Leave" (see update No. 8). It also included SCHS' withdrawal of their two proposals related to introductory nurses' access to the grievance process (Article 5.1.6, 5.2.1, 5.2.2).

ONA also introduced a package proposal which included ONA withdrawing language regarding collaboration with the staffing office, withdrawing language

regarding a nurses' individual right and responsibility and withdrawing language related to a nurses' right to refuse to perform allegedly unsafe work (New Articles 11.11.5, 14.3.1, 12.7). These withdrawals would be in exchange for SCHS' withdrawal of their proposed Managements' Rights Article from March 31 (Article 19.1).

SCHS Counter Proposals

The hospital essentially agreed to all the elements of our Article 5 package (see above) but countered that the Timekeeping Attestation Process language would better fit into New Article 7.9.1.

They presented the Managements' Rights language from the Redmond contract instead of withdrawal as we had proposed in our package proposal (see above). The modified Managements' Rights language was still proposed as a package in connection with ONA's withdrawal of three language pieces as described above (New Articles 11.11.5, 14.3.1, 12.7). Since they altered the package as ONA proposed it, ONA is not obligated to keep these articles connected.

SCHS Economic Comparison Presentation

The hospital presented information comparing the economic proposals, as well as current rates in the contract, to 11 Oregon hospitals that are also represented by ONA.

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The data they presented showed the following:

St. Charles wages would still be above average with the 1.5 percent increase the hospital proposed.

We are just under the average number of holidays recognized with six rather than the average seven.

We already have the highest standby pay in the state.

They showed that, even with their proposed reduction in earned time off (ETO) tiers, Bend nurses accrue an average amount of ETO. However, it seems that the hospital failed to incorporate any sick or earned illness bank (EIB) that the comparator hospitals may provide in addition to vacation.

We are one of only two hospitals that continues to receive paid travel time.

We are the only hospital that receives a 1.75x's call back pay.

Their data recognized that our preceptor pay is below average.

They showed that only one hospital provides a float differential but did not account for a float pool differential if the comparator hospitals offered one.

Our weekend differential is slightly above average.

Their data demonstrated that with their proposal our evening and night shift differential are above average.

The data that the hospital presented only accounts for economic factors such as wages, differentials and paid time off. This information did not take into account the amount of money that nurses at St. Charles pay for health insurance compared to other nurses in the state. We intend to present to the hospital a clear picture of the actual take home pay of nurses at St. Charles compared to nurses around the state in an upcoming negotiation session to see how our nurses compare then.

SCHS Economic Package Proposal

The hospital presented an economic package proposal tying the differentials in Article 8 and LOA 13 together:

They continued to propose a flat rate for evening shift differential but increased it to \$2.17 per hour (Article 8.9.3).

Again, they have maintained that they want a flat rate for night shift differential but increased their offer to \$5.18 per hour and \$6.69 per hour after two continuous years of employment in the bargaining unit (Article 8.9.4).

They are proposing a flat rate specialty coordinator pay of \$2 per hour (Article 8.13).

Their proposal included an increase in preceptor pay to \$1.75 per hour (Article 8.14).

They agreed to ONA's proposed increase in the neonatal intensive care unit (NICU) transport differential to \$50 per hour (letter of agreement (LOA) 13).

Two Tentative Agreements Reached

The parties agreed to close the language changes in Article 5, altering "Suspension" to "Administrative Leave" in 5.1.6 and placing new language regarding the Timekeeping Attestation Process into a New Article 7.9.1. SCHS agreed to withdraw their proposals regarding introductory nurses and the grievance process (5.2.1 & 5.2.2).

We reached agreement on LOA 22 Operating Rooms Mandatory Standby to reflect the Standby Guidelines for the unit and ensure an equal rotation of call hours.

If you have any questions, comments, or considerations for your ONA bargaining team don't hesitate to contact any of the staff nurse representatives or the ONA labor relations representative, Courtney Niebel at Niebel@OregonRN.org.

Don't forget to keep track of whether you are getting your meals and breaks this pay period!

To document your daily experience go to www.bend.onaweb.org and find the link in our Latest News or click here. You will have to go through the questions for each day and submit a survey response for each of the 14 days, but the survey only takes about two minutes to complete.

You are entitled to a 15-minute paid rest period every four hours so 8-hour shifts you should receive two rest periods and for 12-hour shifts you should receive three rest periods. Should you ever work 16 hours, you would be entitled to four rest periods.