



Oregon Nurses Association
Bargaining Unit Newsletter

June 30, 2015

St. Charles Medical Center - Bend (STCB) Bargaining Update 12



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STCB Bargaining Update 12 June 22 and 23, 2015

Latest Proposal Exchanges

In two days of negotiations last week, several proposals were exchanged and discussed. Tentative agreements (TA) on all changes in Article 7: Hours of Work and LOA 5: MDU Standby Arrangements were reached.

Monday, June 22 Session

Article 7: Hours of Work

- ◆ St. Charles Health Systems (SCHS) opened the day with another counter proposal on Article 7 which deleted the language our Oregon Nurses Association (ONA)/St. Charles Bend team (ONA team) was concerned about regarding unforeseen circumstances impeding a nurse's ability to take a rest or meal break. Our ONA team was willing to TA Article 7 as presented by SCHS and even agreed to withdraw our proposed premium pay for missed meals and breaks. However, SCHS brought up a proposal they presented at the end of April which would require radiology and cath lab nurses to float between the departments.
- ◆ This alteration to Article 7.16: *Float Exceptions* was not included in any of the Article 7 packages presented by SCHS or ONA since then and when we asked whether the Article 7 package presented by SCHS included

all changes to the article including economics, during our June 2 session, SCHS responded that their package proposal that day was complete. Our ONA team stated that we were not willing to TA Article 7 with the additional language regarding *Float Exceptions* as we had believed that proposal had been withdrawn since it was not included in numerous Article 7 packages exchanged since the end of April.

- ◆ SCHS returned after a caucus with an Article 7 package that included ONA's withdrawal of premium pay for missed meals and breaks but reserved the right for SCHS to raise floating issues in the context of bargaining over other economic articles.

Article 13.6: Tuition and Related Expense Reimbursement

Our ONA team agreed to the changes proposed by SCHS in Article 13.6: *Tuition and Related Expense Reimbursement* which removed language that required a quarterly distribution of the funds as we had been seeking as well as a slight increase in the per credit reimbursement rate. The increase maintains a reimbursement rate consistent with the cost of tuition credits at Oregon Health & Sciences University. This TA represents final agreement on all of the changes proposed for Article 13 by either side during negotiations.

Negotiation Overview Continued from page 1

Article 9: Earned Time Off

Our ONA team presented a package proposal for Article 9 to go back to current language on Article 9.6: *Requesting and Granting ETO*, Article 9.10: *Granted by Minimum Staffing Standards*, and Article 9.11.3: *Movement to a Relief Position*. This would mean mutual withdrawal of previous proposals made regarding *Requesting and Granting ETO*, withdrawal of ONA's proposal to include the staffing committee in the language regarding *ETO Granted by Minimum Staffing Standards*, and withdrawal of SCHS' proposed deletion of *Movement to a Relief Position* which allowed earned time off (ETO) hours to be held for up to 12 months when a nurse moves to a relief position. We reached a TA on all language changes in Article 9. Both parties have proposed changes to ETO accrual rates which will continue to be discussed.

LOA 5: MDU Standby Arrangements

Our ONA team presented a counter proposal to SCHS' proposed changes to this letter of agreement (LOA) which would allow medical diagnostic unit (MDU) techs to be included in weekend and holiday standby and callback. SCHS' proposal also sought to allow "unforeseen delays in elective procedures" to utilize standby team members to perform procedures in the MDU. Their proposal also expanded the units able to perform after-hours emergency procedures to include intermediate care unit (IMCU) as well as the emergency department (ED) and intensive care unit (ICU) as is currently done. Our response allowed techs to be included in weekend and holiday standby callback but maintained the requirement that an MDU nurse be utilized for after-hours cases and limited those cases to being held in the ED and ICU, not the IMCU. We also included language that ensured the primary nurse in the ED or ICU would have no other patients while assigned to sedate, monitor and recover a patient receiving a procedure.

break, SCHS agreed to TA all language changes in Article 7 and withdraw their proposal to require radiology and cath lab nurses to float while we agreed to withdraw our proposal for premium pay for missed meals and breaks.

LOA 5: MDU Standby Arrangements

SCHS brought a counter proposal to our latest response on LOA 5 which clarified that only non-emergent after hours procedures would be done in the IMCU but still allowed a qualified MDU tech to perform after hours procedures outside of MDU rather than a nurse as our proposal had sought. The teams engaged in some good discussion regarding the use of MDU techs and the types of procedures that would be done after-hours on IMCU.

After a break, we provided a counter proposal on LOA 5 which SCHS accepted. The final TA includes:

- ◆ Allowance of MDU techs as one of the team of two on weekend and holiday standby and callback
- ◆ Included reference to a "qualified team member"
- ◆ Allowed additional use of the standby team for "unforeseen delays in elective procedures of scheduled MDU cases" and "after hours non-emergent procedures for bedded IMCU patients"
- ◆ Includes language that ensures the primary nurse assigned to a patient receiving an MDU procedure while in the ED, ICU or IMCU will have no other patients while sedating, monitoring and recovering them for the procedure
- ◆ Agreed that concerns regarding appropriateness of after-hours cases and/or use of standby staff will be addressed with the medical director, nurse manager, or designee

Tuesday, June 16 Session

Article 7: Hours of Work

Our ONA team gave SCHS two options for a tentative agreement on all of Article 7 – either our proposal for premium pay for missed meals and breaks & their proposal for floating radiology and cath lab nurses remain open to further discussion or both proposals are withdrawn and we have reached a TA on all outstanding language in Article 7. After a

Article 8: Compensation

SCHS proposed a comprehensive Article 8 package counter proposal which included the following elements:

- ◆ Rejection of ONA's proposed removal of the maximum of step 7 credit for equivalent past experience
- ◆ Rejection of ONA's proposed changes to

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Negotiation Overview *Continued from page 2*

Article 8: Compensation (continued)

- premium pay which included removal of the requirement to work over 72 hours in the pay period prior to being eligible and removal of the restriction that premium pay would not be paid if the nurse requested to work the extra hours
- ◆ Rejection of ONA's proposal to remove management's discretion to offer extra shift incentive pay and require the incentive pay anytime a critical need shift on short notice is worked
- ◆ Rejection of ONA's proposal to increase the guaranteed minimum pay for reporting for an extra shift to half of the scheduled hours
- ◆ Rejection of ONA's proposal to add Veterans' Day as a paid holiday
- ◆ Agreed to alter definition of the observance of holidays from "evening shift" to list the hours 1500-2300 hours
- ◆ Continued to propose that shift differentials be paid based on where the greater amount of the nurse's hours fall for their shift
- ◆ Continued to propose flat rate differentials; offering \$2.20 per hour for evening shift, \$5.18 per hour for night shift the first two years and \$6.69 per hour for night shifts after two years
- ◆ Continued to propose deletion of the 1.75 times callback pay for mandatory call units
- ◆ Continued to propose deletion of paid travel time (including deletion of references to paid travel time in other areas of the Agreement)
- ◆ Rejection of ONA's proposed float differential
- ◆ Offering a \$2 per hour flat rate specialty coordinator pay
- ◆ The parties are in agreement to increase preceptor pay to \$1.75 per hour
- ◆ Rejection of ONA's proposal that advanced degree and certification pay be paid regardless of whether it is required for the nurse's position
- ◆ As part of this package, SCHS has agreed to an increase in the NICU transport differential from \$40 to \$50 per hour

Both parties agreed that it was necessary to begin presenting packages which include all outstanding economic issues including compensation, wage scale, and benefits. During our last scheduled session today, Tuesday, June 30 we will focus on exchanging economic packages with the goal of reaching a tentative agreement on all outstanding articles of the Agreement. If we do not reach agreement the parties may schedule further negotiating sessions or enter into mediation depending on whether either team feels they have reached impasse. If an agreement is not reached by the contract expiration date of June 30, the contract shall remain in effect until a new agreement is reached as required by the language in Article 20.2. However, SCHS is not required to provide retro-active pay for any wage increases negotiated unless they agree to do so as part of reaching an agreement.

NURSE STAFFING BILL WINS FINAL VOTE!

For more than two years, ONA members have been working to improve Oregon's Hospital Nurse Staffing Law. ONA is happy to announce that together we have succeeded. On June 25, the Oregon House of Representatives cast the deciding vote on ONA's Nurse Staffing Bill (SB 469), successfully passing the bill and sending it to the Governor to be signed into law.

We never could have passed this important legislation without your help and the help of nurses throughout Oregon who contacted their legislators, traveled to Salem to testify on the bill and attended ONA's Nurse Lobby Day to show their support for staffing improvements. Thank you!

ONA's Nurse Staffing Bill (SB 469) makes important changes to Oregon's Hospital Nurse Staffing Law to

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NURSE STAFFING BILL WINS FINAL VOTE! Continued from page 3

ensure that nurse staffing committees have the final say in hospital's staffing plans, increase state-run staffing investigations and audits, increase transparency, establish reasonable limits on mandatory overtime, and create a mediation process for staffing committees to resolve impasses, among other changes.

[Click here](#) to learn how the bill improves Oregon's Staffing Law OR go to: http://c.ymcdn.com/sites/www.oregonrn.org/resource/resmgr/Docs/ONA_ONSL_Frame_2015.pdf.

[Click here](#) to thank the many legislators who voted in favor of staffing improvements or go to <https://actionnetwork.org/letters/share-your-staffing-stories>

While the bill still needs to be signed into law and go through a rule-making process before being implemented, this is a major victory for nurses and patients in hospitals statewide. Congratulations!

ONA BARGAINING UNIT LEADERSHIP CONFERENCE

Powering Up: Challenges & Opportunities

Friday, September 18, 2015

Holiday Inn Portland South in Wilsonville, OR

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.

Schedule

[Click here](#) for a tentative schedule of the day. A more detailed schedule and agenda will be posted and provided to attendees before the event.

Registration

Registration will open Friday, June 26 at noon and will close on Friday, Sept. 11 at 4 p.m.

Hotel/Lodging

ONA has a block of rooms reserved for those attendees who are traveling over 100 miles to attend the conference.

[Click here to reserve your room at Holiday Inn Portland South/Wilsonville](#)

If you have questions or want to know if you qualify for a room, please contact Linda Sidney at sidney@oregonrn.org or by phone at (503) 293-0011 ext 319.

Go to: www.OregonRN.org and click on News and Events for more information