Per Diem RN Wins Chance to Join Our Bargaining Unit

Our Per Diem RN (PRN) colleague has won the opportunity to vote on whether to join our Oregon Nurses Association (ONA) bargaining unit. During the last few contract negotiations, our ONA bargaining team repeatedly proposed to include this position in our contract. Amedisys (AMED) declined, claiming that the work PRNs do is significantly different than the work the rest of us do. We filed a petition for recognition with the National Labor Relations Board (NLRB) hoping to give our coworker a chance to vote herself into our contract.

Unfortunately, AMED challenged our NLRB petition, claiming that PRNs do not, “share a community of interest”, with the rest of us. Thus, both parties were asked to make arguments before an NLRB board agent, who took all of the facts into consideration and issued a ruling at the end of last week.

The ruling was in our favor, which means the election will move forward. A ballot was mailed Thursday, April 27, 2018, and a vote count will take place on Thursday, May 17, 2018, at 3 p.m. at the NLRB office in downtown Portland.

The results of this election will determine whether current and future PRN hires at AMED have the same protections and voice in the workplace that the rest of us enjoy as a result of our union. If our colleague elects to join us, the terms and conditions of PRN inclusion in our contract will be bargained with AMED in coming weeks.

Check Your Next Paycheck for Wage and Differential Increases

As a result of our new contract, nurses at Amedisys (AMED) should see improvements to wages and differentials as soon as this coming paycheck. These increases (see below) will be retroactive to the start date of our contract April 1, 2018.

- Cost of Living Adjustment: 2 percent
- Weekend Differential: Increased to $2.50/hour (increased from $1.75/hour)
- Mileage Reimbursement: Increased to $0.52/mile (from $0.51/mile)
- Additional Shift Incentive: $11.00/hour (increased from $9.00/hour)
- On-Call Pay: $5.00/hour (increased from $4.00/hour)
• Preceptor Pay: $3.00/hour (increased from $1.75/hour)

The new flat-rate incentive for productivity, which is listed in a new Schedule C of our agreement, will take slightly longer to implement. This is due to the fact that the Home Care Home Base (HCHB) system does not yet have functionality to track and calculate this information. AMED administration has assured the ONA bargaining team that they are working on it and will have a solution in place by the end of this month.

The employer has agreed that tracking and calculation of the Schedule C bonuses will officially begin on May 1, 2018. Per contract, these bonuses are paid on a quarterly basis. The first payment of Schedule C bonuses will be paid at the end of the next fiscal quarter ending June 30, 2018.

If you do not see COLA and differential increases, retroactive to April 1, 2018, on your next paycheck, or believe they are inaccurate, contact your ONA labor relations representative, Brian Howard, by email at Howard@OregonRN.org as soon as possible.

---

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI