Bay Area Hospital (BAH)
Bargaining Update #14

February 15, 2019

Negotiations Committee:
David Geist, Surgical Services
Amy Green, Short Stay
Wendy Hackett, Recovery
Kristen Hyatt, Cath Lab
Dianne McCauley, Recovery
Craig Palen, Post-Surgical
Jill Taylor, Family Birth

Executive Committee
Chair: Gary Salcedo, PSU
Vice Chair: Vacant
Secretary/Treasurer: Amy Green, RN, BSN, Short Stay Surgery
Membership Chair: Vacant
Grievance Committee
Wendy Hackett—PACU
Staffing Committee Co-Chair: Kristen Hyatt, Cath Lab
PNCC Chair: Barbara Thompson

ONA Labor Relations Representatives:

Courtney Niebel
(503)560-4668
Niebel@oregonrn.org

Lori Shott
(541)294-9326
Shott@oregonrn.org

Oregon Nurses Association
18765 SW Boones Ferry Road
Suite 200, Tualatin, OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

Your Signatures and Signs Moved Management!

We met with Bay Area Hospital (BAH) management yesterday to hear their initial response to our comprehensive package “supposal” presented last week. They responded with significant movement thanks to our collective efforts with the petition and car signs to let them know their initial economic offer was not sufficient. The bargaining session this week was very productive and we believe we are very close to reaching a complete tentative agreement!

Conceptual Agreement Reached on Many Issues

Since we are working through a package “supposal” the agreements we’ve reached cannot be defined as tentative agreements yet since there are still a couple of outstanding issues but we believe we are going to reach a tentative agreement soon that will include the following:

- We will maintain the “unscheduled shift” incentive of 1 1/2 times pay if working a shift scheduled less than twelve hours prior to the start and add a side letter incentivizing nurses to sign up for extra shifts earlier in the scheduling process

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Car Signs Available!

If you haven’t already seen them, bargaining team members and contract action team (CAT’s) are distributing car signs this week. Place one in your car, ask a local business to put one in their window or just display it anywhere and everywhere you can! This is the first step in reaching out to the community, the goal is to get folks asking questions about what’s going on at the BAH so let’s get them up all over town!

[CLICK HERE] to go to a printable version of the sign
Solidarity Scrubs Continue & Gain Momentum!

**Wear black scrubs every Thursday throughout negotiations to show your support for the bargaining team.**

We have noticed more and more nurses in their black scrubs on Thursdays and we love to see the support!

Please continue to wear black scrubs every Thursday throughout negotiations to show your support for the bargaining team and our efforts.

As we moved forward with negotiations it’s important to show management that we are united!

We know that it is not always possible to attend our bargaining sessions to show support so wear black scrubs as a visual reminder to the hospital that you stand behind our team!

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**Next Bargaining Session**

Thursday, Feb. 21
9 a.m. - 5 p.m.
Spruce | Fir Conference Room

COME SHOW YOUR SUPPORT!

All nurses are invited to come and observe the negotiation process at any time!

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**Join the BAH ONA Facebook Group!**

Throughout negotiations we will use the BAH ONA Facebook Page to post real-time information about what is happening at the bargaining table, ask for input on your experiences to better inform our negotiating team and seek your advice on how to respond to specific proposals.

Stay involved throughout bargaining by finding the “BAH ONA” Group on Facebook and request to join today!
The Contract Action Team (CAT) Wants You!

We are seeking nurses from every unit and every shift to join the ONA Contract Action Team (CAT).

The CAT will be responsible for ensuring a flow of communication to and from the bargaining team throughout negotiations.

It is a minimal time commitment that is only active during negotiations. Support your bargaining team and coworkers by joining the CAT today!

CAT members can pick up newsletters for distribution to units every Friday @ 4 p.m. by the entrance to the cafeteria.

To volunteer, please contact Lori Shott at Shott@OregonRN.org.

Support Our Team: Donate PTO

Our negotiating team has already volunteered many, many hours to effectively represent all of us at the bargaining table. They do not get paid for their time so please consider supporting our team by donating PTO to them. We understand not everyone can donate their time sitting at the table, but everyone can support the nurses that are at the table on your behalf.

PTO donation forms are available in Human Resources, on the Wave intranet or on the ONA Bay Area Hospital bargaining unit webpage, www.OregonRN.org/51.

ONA BU LEADERSHIP CONFERENCE

April 10-11, 2019
Portland, OR

Who Should Attend

Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration

Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon
Conceptual Agreement Reached on Many Issues

- Language allowing the combining of one meal and rest period if mutually agreed upon
- No changes to PTO at this time
- Holiday pay will no longer be considered overtime/premium
- New steps on the wage scale (18, 19, 21, 22, 23, 24) coming in year two of the three year agreement
- Year-for-year credit for prior acute care experience for any new hire and an appeals process for existing RNs who were not given credit for all of their previous acute care experience
- Night shift differential increase to $5/hour
- BSN and Certification Pay will increase $0.15 in year two and another $0.15 in year three so that they are $1.00/hour each by the end of this contract cycle
- A two-tier standby pay system will be implemented so that nurses being assigned over 80 hours of standby in a pay period will receive a higher differential rate (dollar amounts not settled yet)
- Preceptor, Coordinator and Stat RN pay differentials will be reflected in the contract
- There will be caps on low-census and floating hours (amounts not settled yet)
- Float pool tiers and parameters regarding floating will be more specific
- Specific language that float pool RNs and volunteers will be floated prior to least senior

We have not quite settled on the wage scale cost of living increases but we are close! Come observe next week to see our package come together into what we hope will be a complete tentative agreement.  

_We couldn’t have done it without your support and action, thank you!_