

ONA/BAH Negotiations Committee:

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Amy Green, Short Stay
Wendy Hackett, Recovery
Kristen Hyatt, Cath Lab
Dianne McCauley, Recovery
Craig Palen, Post-Surgical
Jill Taylor, Family Birth
John Hugill, Cath Lab

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Negotiations Have Begun

Negotiations began last week with our first half-day session. We will continue to meet every Thursday through January in the Spruce/Pine conference room. The next two sessions will also be half-day meetings from 1200-1600 and then we will continue with full-day sessions from 900-1600 each Thursday.

You are invited to come and observe the process any time!

The first session was focused on establishing ground rules for the bargaining process. We have agreed to have all initial proposals presented at the bargaining table by the end of the sixth bargaining session. We will be holding informational sessions the first week in December to review all open proposals and field any questions or concerns. Stay tuned for details.

Proposals Exchanged on Oct. 18:

- BAH & ONA exchanged proposals related to a recent Supreme Court ruling (Janus v. AFSCME) which rendered pieces of Article 1 now illegal. We will continue to work through these proposals to ensure our contract meets the changing law.

- BAH proposed altering the Side Letter of Agreement on the RN Bridge Internship Program to ensure its continuation and no longer reference it as a “pilot program”.
- BAH proposed maintaining \$4.25/ hour for standby pay and new language that would remove the minimum three hours’ pay requirement for nurses who are working callback during the first thirty minutes immediately following completion of their scheduled shift.
- BAH proposed altering the order of low-census call-off so that nurses scheduled or working an overtime or premium shift AND traveler/agency nurses would be cancelled before volunteers.
- BAH proposed reducing the time a new position will be posted prior to being filled from 10 days to 7 days.
- ONA made a conceptual proposal to re-number contract articles so that they are easier to reference and the Table of Contents is more specific.

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Proposals Exchanged on Oct. 25:

- ONA proposed updated references to the Oregon Nurse Staffing Law in Article 4.
- ONA proposed new language which would ensure Staffing Request and Documentation Forms (SRDF) are made available by the hospital, that nurses would be encouraged to raise staffing concerns without fear of retaliation and that a designated place for completed forms will be identified and available. It would also ensure that copies of such reports would be provided to the Staffing Committee, the PNCC and the Association.
- ONA proposed language changes to ensure that certifications and/or re-certifications could be paid for through the education fund. We also proposed that education funds be rolled over for one year, proposed that reimbursable travel be expanded to the entire U.S. and not just the continental states and that exceptions would be reviewed by the PNCC rather than Senior Leadership.

We Need Your Input! Look for Our Supplemental Survey Online

Our pre-negotiation survey revealed a potential desire to change the process for who is cancelled when there's low-census and who floats off of their home unit. Please participate in our brief supplemental survey to share your opinion on what, if any, changes to these processes we should propose. The survey is available on the Bay Area Hospital Bargaining Unit page under the "Labor" tab of the ONA website (www.OregonRN.org) and a link will be emailed to your home email address if we have it on file. We will also post a link to our Facebook page.

Help Your Team with PTO Donations

Participation on the negotiation team is a volunteer position and nurses do sacrifice pay to sit at the table and work for a good contract settlement. In the past, paid time off (PTO) donations from bargaining unit nurses were used to help supplement the loss in income of negotiations committee members and to show support for our team. We know not every nurse can sit at the table, but you can still help your team with a donation and your support. Thank you to all those that have donated. It really helps your team!

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 and the position is only active during negotiations. Support your bargaining team and coworkers by joining the CAT today! To volunteer, please contact Lori Shott at Shott@OregonRN.org.

Join the BAH ONA Facebook Page to Stay Informed!

Throughout negotiations we will use the BAH ONA Facebook Page to post *realtime* 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.

To make sure that you stay involved throughout bargaining find the "BAH ONA" Group on Facebook and request to join today! We will verify that you are an ONA-represented nurse at Bay Area and approve the request. We currently have 148 nurses in the group but we would like to see everyone join during negotiations!

Unfortunately, many members aren't getting the most up-to-date information because ONA doesn't have a current mailing address or a home email address on file for them or the email address on file is a work email.

ONA is often restricted when sending mass emails to employer-based emails and if we don't have a current mailing address, or home email address, that results in members not receiving the critical information as quickly as they should. To remedy this, ONA is encouraging all members to go to www.OregonRN.org and click on the **membership tab**, then update your contact information on file to include a **personal (non-work)** email address to ensure the messages get through in a timely manner. Together we can make sure everyone is involved and stays informed!