Negotiations Continue
ONA Makes Economic Proposal

**ONA** updated previously proposed language in Article 18 that would provide paid time for our ONA negotiating team, to include paid time for any unit steward when they are in a meeting with management to represent a member of our bargaining unit.

We proposed several changes to Article 6 Hours of Work:

1) Since 60% of BAH nurses now work 12-hour shifts, we proposed changing the language describing our work day to reflect 12-hour shifts as the norm while maintaining 8-hour and 10-hour shifts as alternative shifts.

2) We proposed that any shift scheduled beyond a nurse’s positioned hours be paid as overtime.

3) We are seeking additional language clarifying that accurate reporting of missed meals and/or breaks will not be a basis for discipline, that the hospital will provide adequate staffing to provide meals and breaks and that nurses have the option to combine one break with the meal period when the manager agrees.

4) We proposed clarification that nurses should receive every other weekend off and should not be scheduled on standby on these weekends either. We proposed that nurses who are scheduled to work or be on standby on consecutive weekends will be paid 1 ½ X’s straight pay.

5) We proposed that any nurse who picks up an unscheduled shift within 48 hours of the beginning of the shift would be paid 1 ½ X’s plus $10/hour.

6) We proposed removal of the language which prevents shift differentials from being paid while in overtime or premium pay status. BAH Administration stated that they did not believe this was current practice.

We proposed several changes to Article 8 Paid Time Off and Sick Leave:

1) We proposed that PTO be accrued on all compensated hours and not limited to 80 hours per pay period (continued on page 2)

2) We proposed clarification that PTO can be requested and approved prior to being accrued.

3) We proposed that Holiday Pay should not be considered premium

Next Bargaining

Thursday, Nov. 29th
0900 - 1700
Cedar/Pine Conference Room

All nurses are invited to come and observe the negotiation process at any time!
or overtime pay and therefore 1 ½ X’s pay on a holiday would not result in loss of 1 ½ X’s pay if a nurse works over 40 hours that week.

4) We proposed deletion of the language which essentially eliminates either Christmas Eve or Christmas Day from being eligible for holiday pay – both holidays should be paid as a holiday!

5) We proposed new language which would provide an incentive for nurses to reduce unscheduled absences by allowing nurses with very few unscheduled absences to convert ESL hours into PTO hours.

BAH Administration responded to Article 5 Professional Development with a counter-proposal which:

1) Agreed to include testing for certifications as a reimbursable educational expense only if the nurse passes the test.

2) Proposed that nurses attending in-service education would only be paid for their hours at the in-service and would then be required to work any remainder of their shift. It is unclear how this would work for night shift nurses attending in-service education during the day.

BAH rejected our proposal to rollover education funds for one year automatically and proposed that rollover could occur once every three years, as is current practice, by March 31st rather than with six months advance notice.

BAH proposed that the maximum amount for tuition reimbursement be tied to the hospital policy as it is currently at double that stated in our contract ($2,000/year rather than $1,000/year)

BAH rejected our proposal to remove the restriction that nurses only attend educational conferences within the continental U.S. and that exceptions be reviewed by the PNCC rather than Senior Leadership.

SAVE THE DATE: ONA BARGAINING UNIT LEADERSHIP CONFERENCE
April 10-11, 2019 Portland, OR

Join the BAH ONA Facebook

We 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!

We will verify that you are an ONA-represented nurse at Bay Area and approve the request.
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. Additional PTO donation forms are available in Human Resources, on the Wave intranet or on the Bay Area Hospital webpage of the ONA website (www.OregonRN.org).

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**ONA negotiations PTO fund**

**Bay Area Hospital**

**Human Resources**

**ONA PTO DONATION FORM**

I authorize the donation of the indicated number of PTO hours listed in the table below to:

**Donation to ONA Fund:** Negotiating team

<table>
<thead>
<tr>
<th>Name of Employee Donating PTO Hours (PLEASE PRINT)</th>
<th>SIGNATURE OF EMPLOYEE</th>
<th>DEPARTMENT</th>
<th>Donate # PTO Hours</th>
<th>For HR Use Only</th>
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Human Resources Approval: __________________________ Date: ______________________

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Bay Area Hospital
PTO Individual Donation Form
ONA Nurse Staffing Workshop

Join ONA’s Nurse Practice Consultant on Dec. 10, 2018 in Coos Bay for a Staffing Workshop! We will be discussing best practices for developing a staffing plan and providing education on how you can create and review your plans to ensure they meet the requirements of the staffing law.

Monday, Dec. 10, 3-6 p.m.
Location: CHEC Building,
Room CHEC A

FREE for all ONA members
Non-ONA members are able to attend for an $80 fee

Participants successfully completing this workshop will be awarded 3.0 continuing education contact hours.

ONA is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Register today at www.OregonRN.org

Low Census & Float Survey Available Online DATE EXTENDED
We need to hear from you! 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.

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.