



Oregon Nurses Association  
Bargaining Unit Newsletter

# Bay Area Hospital (BAH) Bargaining Update 6

**Dec. 14, 2018**

**ONA/BAH  
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  
John Hugill, Cath Lab

**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**  
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## ONA Presents Last of Wage Proposals

At our last bargaining session with Bay Area Hospital on Thursday, Dec. 13, we proposed extensive changes to Article 11 – Wages:

- ◆ Proposed alteration in the language to allow year-for-year credit on the wage scale for prior experience in an acute care setting
- ◆ Proposed elimination of the “majority of hours” rule for shift differentials in favor of an hour-for-hour night shift differential that would be paid to any nurse for hours worked 1900-0730.
- ◆ Proposed increase in night shift differential to \$5.50 per hour
- ◆ Proposed increased weekend differential to \$2.00 per hour
- ◆ Proposed increased certification pay to \$1.50 per hour
- ◆ Proposed a tiered standby/on-call pay system so nurses scheduled for less than 48-hours of standby would be paid a \$6/hour rate but nurses picking up excessive standby, over 48-hours per month, would receive \$10/hour for standby hours above 48 in a month
- ◆ Proposed definition of Standby/On-Call and defined units where Standby/On-Call is assigned/scheduled
- ◆ Proposed that Standby/On-Call be scheduled in an equitable manner among nurses in the unit
- ◆ Proposed increase Charge Nurse differential to \$4.00 per hour
- ◆ Proposed increase BSN pay to \$1.50 per hour
- ◆ Proposed current 5 percent preceptor pay be captured in the contract
- ◆ Proposed current \$2.00 per hour Coordinator pay be captured in the contract
- ◆ Proposed current \$5.00 per hour Stat RN pay be captured in the contract
- ◆ Proposed a Float Pool differential of 10 percent of Step 1 base wages and a Float differential of 7 percent of Step 1 base wages for nurses floated from their home unit
- ◆ Proposed overtime pay for any missed meal or break period

*Continued on page 2*

### Next Bargaining

Thursday, Dec. 20

0900 -1700

**Spruce/Pine Conference  
Room**

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

# Last of Wage Proposals (continued from page 1)

Wage scale changes also proposed: No more waiting steps!

- ◆ We proposed a step increase each year, filling in the current hold steps at 18, 19, 21, 22, 23 and 24
- ◆ We proposed a 4 percent wage scale increase each year of a three-year agreement for a total increase of 12 percent over the life of the contract
- ◆ We proposed two additions under Article 2 – Employee Definitions
- ◆ Proposed additional language to allow a review of per-diem hours worked to see if posting a part-time or full-time position is warranted
- ◆ Proposed including a definition of Charge Nurse to ensure that they remain in the bargaining unit

## 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](http://www.OregonRN.org/51).

### 2019 ONA NURSE LOBBY DAY

**Tuesday, Feb. 5, 2019**

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Continuing nursing education contact hours

Visit [www.OregonRN.org](http://www.OregonRN.org) for details

### Join the BAH ONA Facebook Group to Stay Informed!

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!**

We will verify that you are an ONA-represented nurse at Bay Area and approve the request.