



Oregon Nurses Association
Bargaining Unit Newsletter

Bay Area Hospital (BAH)

Bargaining Update # 7

Dec 21, 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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Niebel@oregonrn.org

Lori Shott
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Suite 200, Tualatin, OR 97062
1-800-634-3552 within Oregon
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BAH Provided Counter-Proposals

The hospital presented a counter-proposal on Article 2

- ◆ They agreed to include language allowing ONA to request a review of per diem hours worked in any department. If per diem hours are equivalent to a part or full-time position then position(s) will be posted.
- ◆ Proposed additional clarifying language related to scheduling Grey Matters nurses only after regular and per diem nurses are scheduled first.
- ◆ Agreed to include a definition of Charge Nurse.

The hospital presented a counter-proposal on Article 4

- ◆ Proposed referring to “current staffing law” rather than citing the current version.
- ◆ Proposed some new language around utilizing the chain of command to address staffing concerns and documenting the request through our Staffing Request and Documentation Form (SRDF). Did not want to include language about increased accessibility of the SRDF or assurances that completing a form would not be met with retaliation.
- ◆ Proposed language referencing Unit Based Practice Committees (UBPC) and encouraging the establishment of a UBPC. Did not

want to include language about UBPC roles and responsibilities or include paid time for all related work of the UBPC’s.

The hospital presented a counter-proposal on Article 9

- ◆ Proposed minor changes to headings and corrected some rates listed in error by ONA to the actual, lower rates.

The hospital presented a counter-proposal on Article 17

- ◆ Agreed to include language that would not allow a Traveler/ Agency nurse to displace a nurse on their regularly scheduled shift if low-census occurs.
- ◆ Proposed equitable rotation for low census call-off and floating
- ◆ Proposed a new floating process with three tiers; each with different expectations of skill and competence. Float nurses would

Next Bargaining

Thursday, Jan. 3

9 a.m. - 4 p.m.

Spruce/Pine Conference Room

All Nurses Welcome!!!

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

be utilized first, then volunteers, then by rotation and nurses who were required to float outside of their tier would be partnered with a tier-competent nurse to assist with managing the acuity of the assignments shared between them. They requested a delayed implementation in order to provide training to all nurses in the units within their tier.

The hospital rejected our [Article 18](#) proposal to pay ONA nurse stewards for their time spent in investigatory meetings with management.

ONA Proposed a New Side Letter Aimed at Retaining Emergency Department Core Staffing

ONA proposed a tiered differential structure of Emergency Department nurses who remain on staff with the department for over a year. Nurses in the unit 1-2 yrs would receive \$1/hour, 2-3 yrs =\$2/hour, 3-4 yrs =\$3/hour, 4-5 yrs =\$4/hour and 5+ years =\$5/hour.

The Emergency Department has been consistently employing 2-8 Traveler/Agency nurses for the past three years at high expense to the hospital.

New hires into the Emergency Department are being trained, oriented and then transferring within their first year which is also a significant expense to the hospital.

Several Tentative Agreements Reached

- ◆ We agreed to make the Bridge Program a permanent program as outlined in the Side Letter of Agreement by removing references to it being a “pilot” and removing language about expiration of the side letter.
- ◆ We agreed to the changes proposed in Article 2 Employment Definitions – including the ability to review per diem hours, clarification of the scheduling order for Grey Matters nurses and a new definition of Charge Nurse (see above for more details).
- ◆ We agreed to Article 9 Health and Welfare which reflects the new plan design already agreed to for 2019 and matches the rates agreed to by UFCW.
- ◆ We agreed to Article 10 Benefit Review Committee which reflects a new committee structure and includes an arbitration process as agreed to by UFCW.

2019 ONA NURSE LOBBY DAY

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

- 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

Tuesday, Feb. 5, 2019

ONA Oregon Nurses Association
Voice of Oregon Nurses Since 1904



Visit www.OregonRN.org for details and registration.