



Oregon Nurses Association
Bargaining Unit Newsletter

Bay Area Hospital (BAH)

Jan. 4, 2019

Bargaining Update # 8

BAH Provides First Economic Responses

	ONA Proposed	BAH Response
Article 6, Section 1	<p>Changing language to reflect that a majority of nurses are now working 12-hour shifts and that 8 & 10-hour shifts are the alternatives.</p> <p>Proposed that shifts scheduled beyond the nurse's positioned hours would be paid as overtime.</p> <p>Removal of language allowing RN to make a written request to take their meal break at an alternative time than those described in the contract because it is not being used.</p>	<p>Agreed</p> <p>Not Interested</p> <p>Agreed</p>
Article 6, Section 2	Proposed deletion of language regarding an "alternative shift" because other proposed changes rendered the language unnecessary	Maintain language about written alternative shift assignments
Article 6, Section 3	Proposed deletion of language regarding the 12-hour workday option as redundant	Agreed
Article 6, Section 5	Proposed clarifying language to ensure that nurses aren't scheduled for standby on consecutive weekends as every nurse should have every-other-weekend off	Not Interested
Article 6, Section 8	Proposed that the unscheduled shift incentive should be time-and-one-half plus \$10/hour when a nurse is requested to work extra within 48-hours of the beginning of the shift	Not Interested
Article 6, Section 11	Proposed deletion of the statement "and shift differentials" under the No Pyramiding clause of our contract to ensure that nurses working overtime on night shift will receive the shift differential in addition to the overtime pay	Not Interested
Article 8, Section 4	Proposed that PTO be accrued on "all hours compensated" without limiting to 80 hours per pay period	Not Interested
Article 8, Section 5	No prior proposal	Proposed removal of the examples based on 8-hour shifts and replacing with an accrual rate table (non-substantive change)

BAH Provides First Economic Responses*continued from page 1*

	ONA Proposed	BAH Response
Article 8, Section 7	Proposed clarification that PTO use can be requested prior to having the PTO accrued as long as accrual by date of request will occur (current practice)	Agreed (current practice)
Article 8, Section 8	No prior proposal No prior proposal	Proposed expanding “peak vacation time” to include October Proposed new language allowing and requiring a nurse who has approved PTO but picks up extra shifts in the same pay period to be paid both the PTO and the extra shifts
Article 8, Section 14	Proposed that holiday pay would not be considered premium or overtime pay allowing nurses who work on a holiday to not be penalized for doing so if they work overtime later in the pay period Proposed that both Christmas Eve <u>and</u> Christmas Day be paid holidays rather than having to choose one	Agreed Not Interested Proposed changing Christmas Eve start/stop times to same as other holidays
Article 8, New Section 20	Proposed incentive for reduced absences by providing an option to convert ESL into PTO if a nurse has good attendance throughout the year	Not Interested
Article 11, Section 1	Proposed additional steps on the wage scale so there are no waiting periods Proposed 4% increase in the wage scales each year of the three year contract (12% total)	No Response* No Response*
Article 11, Section 8	Proposed increased Charge RN differential to \$4.00/hour	No Response*
Article 11, Section 13	Proposed increased BSN Pay to \$1.50/hour	No Response*
Article 11, New Section 14	Proposed new language with 5% differential for preceptor pay (current practice)	Not Interested
Article 11, New Section 15	Proposed new language with \$2.00/hour differential for coordinator pay (current practice)	Not Interested

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BAH Provides First Economic Responses*continued from page 2*

	ONA Proposed	BAH Response
Article 11, New Section 16	Proposed new language with \$5.00/hour differential for STAT RN Pay (current practice)	Side Letter Proposed in Response (see below)
Article 11, Section 2	Proposed new hires would receive year-for-year credit for prior experience in an acute care setting Proposed an appeal process for existing RNs with prior experience to challenge their current step placement	Agreed No Response
Article 11, Section 3	Proposed eliminating the “majority of hours” rule and evening shift differential in favor of having just a night shift differential that is paid for all hours worked between 1900-0730 Proposed increased night differential to \$5.50/hour	Not Interested No Response*
Article 11, Section 4	Proposed increased weekend differential to \$2.00/hour	No Response*
Article 11, Section 5	Proposed increased certification pay to \$1.50/hour	No Response*
Article 11, Section 6	Proposed tiered standby pay of \$6/hour for first 48 hours of standby and \$10/hour for any additional standby scheduled in a pay period Proposed language to ensure that nurses who agree to be on standby when called off would still receive differential (current practice) Proposed that standby when on a second call would be \$6/hour Proposed definition of Standby/On-Call Proposed language clarifying which departments can mandate standby/on-call	Not Interested; proposed the current \$4.25/hour standby rate and proposed that standby would not be paid during callback hours Agreed (current practice) No Response*, proposed that three hour minimum pay not apply to nurses on second call within thirty minutes following the completion of a scheduled shift Agreed Not Interested

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BAH Provides First Economic Responses*continued from page 3*

	ONA Proposed	BAH Response
Article 11, Section 6 (continued)	Proposed language to ensure that standby/on-call is scheduled in an equitable manner	Agreed
Article 11, New Section 17	Proposed new language with Float Pay of 10% of step 1 for Float Pool and 7% of step 1 for RNs floated off their home unit	Not Interested
Article 11, New Section 18	Proposed new language that overtime would be paid for any missed meal and/or break periods	Not Interested
STAT RN Side Letter	Proposed \$5.00/hour differential in Article 11	New language regarding "STAT RN Pilot Program" allowing the hospital to implement, modify or terminate the program with no obligation to bargain with the union over such changes. Provides a \$5.00/hour differential for hours worked as a STAT RN and included in PTO used by RNs who have been awarded a STAT RN position. Restricts other RNs from being floated into the STAT RN role. STAT RNs will not receive the differential if working an extra shift in another role. Ensures that if the pilot ends those nurses hired at STAT RNs will be returned to their previously held role and that no bargaining unit RN would lose their position.

*BAH has requested that ONA provide a prioritized list of our proposals on differentials and the wage scale so that they may best determine how to "break up the pot of money they have available"

Come to our drop-in meetings to hear more and share your opinion!

ONA Provides Counter Proposals

Article 4 Nursing Committees

- ◆ Agreed with BAH's prior proposal to refer to "current law" instead of citing the current version
- ◆ Agreed with BAH's prior proposal to drop our request for new language about increased accessibility of the SRDF and a non-retaliation statement in favor of language regarding staffing requests following chain of command and a nurse's responsibility to complete an SRDF and the Staffing Committees' responsibility to review them

- ◆ Maintained our prior position to include new language describing the UBPC roles and responsibilities and ensuring paid time for all related work of the UBPC's

Article 5 Professional Development

- ◆ Have exchanged agreement on including "certifications", "re-certification" and "testing" as eligible for mandatory education and use of the voluntary educational reimbursement funds
- ◆ We agreed to delete language stating that in-service trainings will be available during a nurse's

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ONA Provides Counter Proposals

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- regularly scheduled hours because it has not been followed in a long time
- ◆ We agreed to include a policy reference regarding reimbursement for mandatory training
- ◆ Agreed to BAH's concept of having nurses return to work after a mandatory in-service on a regularly scheduled work day but wanted to include language to ensure that nurses would not lose any positioned hours because of mandatory in-service, that scheduling of such education would be appropriate for night shift RNs, and that if the in-service is scheduled out of town there would not be an expectation to return to work
- ◆ Maintaining our position to allow individual allocation educational reimbursement funds to roll over for one year (to have a total of two years banked) but agreed that it would be the nurse's responsibility to request it and provide three

months' notice

- ◆ Agreed to BAH's proposed concept that educational reimbursement funds could only be used for tests that are passed successfully by proposing that these funds be limited to only the initial test for certification or recertification regardless of whether the test is passed successfully in order to encourage nurses to take the test
- ◆ Maintained our proposal to expand reimbursable travel to the whole United States and not just the continental U.S.

Article 18 Union Offices

- ◆ Still seeking paid time for bargaining team members and nurse representatives but proposed a limited pool of hours to be drawn from

Drop-In and Tell Us Your Priorities

We want to hear what your priorities are for this bargaining session. Drop in to let our bargaining team know your thoughts on the latest exchange of proposals and what is most important to you.

When: **Friday, Jan. 11, 2019 -- 6:00 to 9:00 am**

Where: Cedar Conference Room

AND

When: **Saturday, Jan. 12, 2019 -- 1100 am - 5:00 pm**

Where: Spruce / Fir (*next to cafeteria*)

Solidarity Scrubs

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

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.

**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

**ONA Labor Relations
Representatives:**

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

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

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!

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 Bay Area Hospital webpage of the ONA website (www.OregonRN.org).

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.

