



Oregon Nurses Association  
Bargaining Unit Newsletter

# Bay Area Hospital (BAH)

# Bargaining Update 10

**Jan. 18, 2019**

**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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**Oregon Nurses Association**

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1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

## Negotiations Continue

### Tentative Agreement Reached on Article 1

- ◆ Agreed to language that is in-line with a recent Janus Supreme Court decision
- ◆ Maintained control of membership process within ONA

## Open Discussion on Economics

- ◆ The Bay Area Hospital (BAH) disclosed concerns about the Legacy Pension Plan and their liability to fund it – currently 28 ONA nurses are still in the plan
- ◆ Received confirmation from payroll that shift differentials are paid while in overtime but are not paid when on callback
- ◆ BAH is willing to provide incentive to nurses who pick up extra shifts more than 12-hours in advance
- ◆ BAH acknowledges that our night shift differential has fallen below market
- ◆ BAH would like to reduce the differential (in lieu of benefits) for per-diem nurses and we acknowledged that the current amount is at the high end of our comparators
- ◆ BAH would like a 4-year agreement with cost-of-living adjustments connected to the Consumer Price Index (CPI) after the first year
- ◆ We continue to agree that holiday hours should not be considered the same as overtime and would no longer negate overtime/extra shifts worked in the same pay period
- ◆ BAH indicated a willingness to adopt a two-tiered standby pay system for Cath Lab nurses

## Solidarity Scrubs



Members of the Medical Care Unit show their support for the ONA negotiating team.

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

As we move 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!

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

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.



## Next Bargaining

Two-day session

Jan. 23 & 24

9:00 am to 5:00 pm

**In Cedar/Pine  
Conference Room**

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

## 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 sup-

port 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 and registration.

## SAVE THE DATE: ONA BU LEADERSHIP CONFERENCE



### April 10-11, 2019 Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA's Bargaining Unit Leadership Conference, April 10-11, 2019 at the Portland Hilton in downtown Portland.

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

**Registration is now open. Register today at:**

[www.OregonRN.org/event/2019BUCon](http://www.OregonRN.org/event/2019BUCon)