



Oregon Nurses Association
Bargaining Unit Newsletter

Bay Area Hospital (BAH)

Bargaining Update 11

ONA/BAH

January 25, 2019

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

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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Oregon Nurses Association

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After our two-day bargaining session on Jan. 23 & 24, your bargaining team reached the following tentative agreements and proposal exchanges.

Tentative Agreement Reached on Article 5 Professional Development

- ◆ We agreed that nurses attending mandatory training on a regularly scheduled work day would report back to work if there are hours left in their scheduled shift after the training is over
- ◆ We agreed that education funds can be used for certification or recertification class
- ◆ We agreed to lessen the rollover notification date from six months to three months (by March 31 of the current fiscal year, once every three years)
- ◆ We agreed that education funds can be used for one testing fee per certification cycle and/or testing to obtain continuing education or course credit
- ◆ We agreed that education funds can be used for education events outside of the continental U.S. if the event is hosted by one of the nationally recognized nursing specialty organizations
- ◆ We agreed to have tuition reimbursement limits per policy which increases the reimbursement amount from the current \$1,000 to \$2,000

Several Proposals Exchanged During Our Two-Day Bargaining Session

Bay Area Hospital (BAH) proposed a side letter on extra shift pay:

- ◆ Intended to replace the current partial shift/unscheduled shift pay of time-and-one-half pay when

requested to work within 12 hours of the start of the shift

- ◆ Would create a tiered premium depending on when a nurse signed up for an extra shift. If the extra shift is picked up between the fifth and twelfth of the month a \$12 per hour premium would apply. If the shift was picked up after the schedule is posted, an \$8 per hour premium would apply.
- ◆ To be eligible for the premium, nurses must work all regularly scheduled shifts in the pay period unless they have approved paid time off (PTO) or low census hours.
- ◆ If a nurse reduces their positioned hours they will not be eligible for the premium for six months.
- ◆ The program could be cancelled with a ninety (90) day written notice from either Oregon Nurses Association (ONA) or the Hospital.

BAH and ONA exchanged counter-proposals regarding our Wage Step Appeal process:

- ◆ We had proposed an appeal process for currently employed nurses who were hired with experience and placed at a wage step that did not provide year-for-year credit because we are proposing a change for new hires to receive year-for-year credit for wage step placement
- ◆ The counter proposal from BAH intended to limit the number of nurses able to appeal by stating that only nurses hired since 2016 would be eligible to appeal their step placement
- ◆ We insisted that all currently employed nurses should have the opportunity to appeal their step placement!

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Several Proposals Exchanged During Our Two-Day Bargaining Session

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ONA presented an updated Article 11 – Wages:

- ◆ We continue to seek year-for-year step increases and year-for-year credit for prior experience when currently employed nurses file for an appeal
- ◆ We continue to seek an increase in Evening Shift differential to \$2.25/hour
- ◆ We continue to seek an increase in Night Shift differential to \$5.25/hour
- ◆ We continue to seek an increase in Weekend differential to \$2.00/hour
- ◆ We continue to seek an increase in the Certification and BSN differentials to \$1.50/hour each
- ◆ We continue to seek two-tiered standby pay at \$6.00/hour for the first 48-hours of standby in a pay period and \$10.00/hour for any standby hours above 48 in a pay period
- ◆ We continue to seek an increase in the Charge Nurse differential to \$3.50/hour
- ◆ We continue to seek that the current differentials for Preceptor, Coordinator and Stat RN's pay be captured in the Agreement so that any changes to these could not be made mid-contract
- ◆ We continue to seek a differential for nurses who are floated off of their home unit

ONA presented an updated Article 17 – Seniority

- ◆ We maintained our proposal that low census for a partial shift at the start of a shift (delayed start) should not be allowed
- ◆ We maintained our proposal that a nurse who is cancelled due to low census be able to choose whether to utilize PTO or unpaid time
- ◆ We maintained our proposal for language in the Low Census section of our contract that reinforces the fact that standby cannot be mandated when a nurse is called off
- ◆ We continued to agree to alter the call-off order so that nurses in overtime or premium pay status could be cancelled prior to volunteers being called off
- ◆ We maintained that call-off continue to be done by seniority
- ◆ We continue to propose NO MORE MANDATORY FLOATING!

- ◆ We agreed to much of the language proposed by BAH regarding float tiers and the structure of the float pool but added language to ensure that UBPC's would provide input on floating guidelines & competencies and that nurses should not be floated more than once during their shift.

ONA presented an updated Article 6 – Hours of Work:

- ◆ We agreed to withdraw our proposal for overtime whenever an RN works above their positioned hours
- ◆ We maintained our proposal for meal and break language that would allow one meal and one break to be combined, ensure that accurate reporting of missed meals and breaks would not be cause for discipline and state that the hospital will provide adequate staff for nurses to have an opportunity to take their meals and breaks
- ◆ We continued to agree to alter some language to reflect that we now have a majority of nurses working 12-hour shifts
- ◆ We withdrew our proposal for nurses to receive time-and-a-half pay for standby on consecutive weekends
- ◆ We maintained our proposal to increase the amount of time to qualify for the unscheduled shift incentive from 12-hours to 48-hours prior to the start of the shift
- ◆ We agreed to allow the “shift differential” language to remain in the contract after learning from payroll that shift differentials are paid when a nurse is in overtime; they are not paid when a nurse is on callback however

ONA presented an updated Article 8 – PTO:

- ◆ We are seeking PTO accrual on all hours worked and called off due to low census
- ◆ We continue to seek Holiday pay not be considered overtime/premium so that when a nurse works a Holiday they may still be paid overtime/premium if they work extra hours during the same pay period
- ◆ We did not agree to change the peak vacation times from June-September to June-October as BAH previously proposed
- ◆ We did not agree with BAH's proposal that RNs be paid their approved PTO hours above their positioned hours if they do come into work during a previously approved PTO day

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Several Proposals Exchanged During Our Two-Day Bargaining Session

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- ◆ We continue to seek an additional paid holiday so that Christmas Eve and Christmas Day would both be paid holidays rather than having to choose one
- ◆ We continue to seek the ability to convert ESL to PTO if a nurse has a good attendance record all year (conversion amount allowed depends on number of sick calls in prior year)

Multiple Comparator Documents Provided

ONA has provided the hospital with the following economic comparator documents which can be found on the ONA/BAH [webpage](#)!

- ◆ [Wage Comparator](#)
- ◆ [Differential Comparator](#)
- ◆ [PTO Comparator](#)
- ◆ [Holiday Comparator](#)
- ◆ [Education Fund Comparator](#)
- ◆ [Per Diem Comparator](#)
- ◆ [Standby/Callback Comparator](#)

VISIT: www.oregonrn.org/51 to view documents

Next Bargaining

Thursday, Jan. 31

9 a.m. - 5 p.m.

Cedar | Pine Conference Room

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

**COME
SHOW
YOUR
SUPPORT!**



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

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!

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!

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.



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.

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 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