



Oregon Nurses Association
Bargaining Unit Newsletter

Bay Area Hospital (BAH) Bargaining Update #5

Nov. 30, 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

(503)560-4668
Niebel@oregonrn.org

Lori Shott

(541)294-9326
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Oregon Nurses Association

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ONA Economic Proposals Continue

Our ONA bargaining team presented three comprehensive proposals this week:

- ◆ We proposed changes to Article 9 - Health & Welfare to align with the recently negotiated side letter for the hospitals' new self-insured plan.
- ◆ We proposed a 4 percent increase in premium rates each year for the life of the contract to align with increases UFCW agreed to (previous contract allowed for 7 percent increases).
- ◆ We proposed new language to incorporate the current practice of paying \$100 per month to nurses who opt-out of the health insurance plan.
- ◆ We proposed changes to Article 10 - Benefit Review Committee in order to update the role of the committee in light of UFCW's future participation.

Our proposal mirrors the hospitals' agreement with UFCW which provides for a meaningful voice in any changes to our benefits or increased cost of our premiums and contains a clause for arbitration if the committee cannot reach consensus.

- ◆ We proposed extensive changes to Article 17 - Seniority Related to Low Census and Floating

Procedures.

- ◆ We agreed with the Hospitals' proposal to post vacancies for a minimum of 7 days rather than the current 10-day minimum.
- ◆ We proposed an end to delayed starts when low census call off occurs unless the nurse agrees.
- ◆ We included language in our proposal reflecting nurses cannot be required to be on standby when called off for low census (this was already included in one line in Article 11 related to standby/on-call but we want it clarified under the low-census language in our contract too).
- ◆ We agreed to alter the low-census call off order to allow agency/traveler nurses and staff nurses in overtime or premium pay status to be sent home prior to volunteers.
- ◆ We proposed a cap on low census

Next Bargaining

Thursday, Dec. 6
9 a.m. - 5 p.m.
Spruce/Pine Conference Room

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

ONA Economic Proposals Continue

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hours of 48 hours per month and 288 hours per year. A nurse can voluntarily choose to exceed these caps. If a nurse reaches the cap, they would be passed over for low census.

- ◆ We proposed that all accrued benefits shall continue to accrue on all low census hours regardless of whether the nurse elects to use PTO.
- ◆ We proposed NO MORE MANDATORY FLOATING in favor of voluntary floating only. The Hospital would still be permitted to mandate floating for supplemental assistance only.
- ◆ We proposed that nurses who do float off their

home unit would only be floated to similar units for which they are qualified and competent to take a patient assignment.

- ◆ We proposed that a nurse be entitled to a second orientation if the nurse has not worked in the unit for six months or longer (currently one year).
- ◆ We proposed that the HOSPITAL MUST MAINTAIN A FLOAT POOL to minimize requests for staff to float from their regularly assigned unit and suggested unit “clusters” for float pool nurses so that they would not be expected to float to every unit in the hospital and maintain competency in all of them.

BARGAINING UNIT

Tuesday, Dec. 4

We will be holding open **drop-in meetings** throughout the day in the Cedar conference room. We will have presentations with Q&A

Presentations start at:

7:30 & 10:30 a.m.

12:30, 3:30, & 5:30 p.m.

Cedar Conference Room

Can't make a presentation? Stop by the Cedar from 7 a.m.—7 p.m. to get an update.

ONA Nurse Staffing Workshop

Join ONA's Nurse Practice Consultant on Dec. 10, 2018 in Coos Bay for a Staffing Workshop! We will be discussing best practices for developing a staffing plan and providing education on how you can create and review your plans to ensure they meet the requirements of the staffing law.

Monday, Dec. 10, 3-6 p.m.

**Location: CHEC Building
Coos Bay**

**FREE for all ONA members
Non-ONA members are able to
attend for an \$80 fee**

Participants successfully completing this workshop will be awarded 3.0 continuing education contact hours.

ONA is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Register today at www.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 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).