Bargaining Has Begun!

Our CMH ONA bargaining team started negotiations on April 5. At this bargaining session our team proposed ground rules that management accepted and signed. The ground rules include that we can have nurses come in and out of the bargaining sessions to observe. We encourage you all to come drop in on future bargaining sessions to observe. Come on your breaks, lunches, and days off! You are welcome to bring your meals and can leave at any time to get back to your unit on time. The more nurses that come in, the better!

We opened negotiations with proposals on Articles 1, 2, 5, 6, 7, 8, 9, 10, 13, 14, 16, 17, 20, 21, 29, 34, 37. This Friday we will be presenting all or nearly all of our remaining proposals and then will await our first set of proposals from management.

Our proposals address all the top priorities set by our membership including wage increases, paid time off amounts and processes, shift length and schedule issues, meals and breaks, treatment of clinic nurses, and improving education and shared governance. All around we are seeking to both improve our workplace and find creative solutions to some complex issues. We encourage you all to keep up to date on where different proposals are at by reading our summaries in these bargaining updates starting on page 2 and check out copies of the proposals on our website (www.OregonRN.org/55).

For future bargaining sessions, we are building unity around winning a strong contract and ask that all the nurses wear black scrubs or a black shirt and buttons. We plan on doing this for all future sessions.

Upcoming Bargaining Sessions:

April 12 (starts at 11:00 a.m.)
April 19 - May 9 - May 23
May 30 - May 31
Conference Room A

The sessions begin around 9:00 a.m. and can go until 5 p.m. but may end early (April 12 starts at 11:00 a.m.)

Negotiations are located in Conference room A usually but watch for updates of room changes.

We ask that you sign in if you attend one of the bargaining sessions.

Every nurse who drops by and signs in shows how much nurses from across the hospital support the negotiations.

Judy, our CNO at CMH is still planning on shadowing nurses throughout the hospital as promised. She will be doing this after negotiations are over to ensure that staff nurses are comfortable. The bargaining team agreed with this suggestion.

Be sure to reach out to one of your bargaining team members or contract action team (CAT) members today to find out how you can be involved!

Hospital Administration's Bargaining Team:
Jackie Damm, Lead Negotiator, outside lawyer
Nicole Williams, Chief Operating Officer
Zachary Schmitt, Chief Financial Officer
Judy Geiger, VP of Patient Care Services
Jill Tillotson, ED Manager
Kelli Brenden, Human Resources Manager
Carlie Bacon, outside lawyer

ONA Bargaining Team:
Amber Cooper, Lead Negotiator, ONA labor rep
Kelsey Betts (FBC)
Nicholas Bowling (PACU)
Angela Tucker (SDS)
Theresa Hecox (FBC)
Shaun Haner: (ED)
Sarah Rogers: (MS)
Shelby Mendoza: (MS)
Mariah Rudolfi (MS)
### Summary of ONA April Fifth Proposals

#### Articles

1. Update contract to how ONA already does orientations, providing packets of information directly at orientations. Update contract to how the administration already submits employee lists to ONA, add some additional useful information.

2. Update non-discrimination language to also include veteran's status, gender, gender identity, and gender expression.

5. New Employee orientation process should be based on recommendations from the PNCC, UBNPCs, and Staffing Committee. Weekly Orientation Performance Feedback Record should go to the clinical education coordinator and the PNCC chair.

6. For work schedules article, update to include prior agreements around lunches and breaks for 10 and 12 hour shifts. Rather than just managers and supervisors scheduling rest periods it should be a unit based decision, to develop creative and flexible approaches to ensure scheduling of rest periods. Currently nurses cannot be required to work 3 consecutive weekends, we want to add being scheduled for call on the weekends to that. Holes in a schedule will be filled in a rotation, based on seniority, but where everyone takes a turn by maintaining a rotation list.

7. Protections around proper orientations, education, certifications for floating nurses. Allow nurses to take intermittent positions in addition to their appointment in a home department. Provide $1.00 float differential for nurses while orientating/training, and increase to $2.00 when floating and accepting a patient assignment.

8. Scheduling of vacations should be a unit-based decisions through UBNPCs, not just by managers. The number of approved nurse requests for vacations shall be based on staffing needs, and can be taken to the PNCC to resolve. Short time off requests should be approved/denied within 14 days. Where 20% of requests for time off are rejected, it will trigger a review by a staffing committee subcommittee to make recommendations to improve the ability to provide time off.

9. Create an archive of job postings available to nurses and ONA. Include important items that should be included on job postings like shift length, etc. Allow nurses to transfer to other departments who may have evaluations with areas for improvement, and/or verbal warnings in the original department. Allow nurses who have floated at least 96 hours to have priority for hiring over other nurses from a different unit applying to transfer. Notice to ONA of postings for RNs outside the bargaining unit, not just the positions in the bargaining unit so we can keep aware of expansion and growth at CMH.

10. Include scheduled call when calculating seniority hours. Maintain seniority when you have a break in service for 12 months rather than 6 months.

13. When an nurse takes FMLA leave we would like them to have the option to save up to 200 hours of earned leave rather than 120 to provide more flexibility when people go back to work.

14. Add that nurses can be disciplined for just culture, not only just cause. Require managers to notify nurses of their right to union representation when asking them to meetings that can lead to discipline. Guarantee a process for exit interviews with union representation if the nurse requests it.

16. Allow nurses to take grievances directly to Step 2 or 3 if it involves termination to allow quicker resolution.

17. Allow nurses to file complaints about OHSU providers through OHSU's reporting processes.

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### Summary of ONA April Fifth Proposals

**20**
- All nurses should receive paid holidays. Nurses not working the holiday should receive regular rate of pay while those who do work the holiday should get double time pay.
- Add MLK Jr. Day as a paid holiday for all nurses
- Schedule for holidays should be done equitably among all nurses rather than by seniority.

**21**
- Nurses scheduled night shift get paid time the night before and the night of the jury duty.

**29**
- Keep vending machines stocked and function and keep the cafeteria open 7am-7pm to increase access for meals and breaks and ease the strain on scheduling rest periods
- Update Kronos description to match current practice
- Increase the reimbursement for Hospice nurses from $15 to $100 to accommodate current smart phone and data cellulary plans necessary for the job

**34**
- Nurses working with student nurses during their preceptorship should also receive the preceptor differential.
- The Preceptor Differential should go up to $2.00 rather than $1.50 per hour.

**37**
- Rather than individual nurses and managers arguing about locations of ONA bulletin boards, it should be between HR and ONA representatives.
- Where other non-work related materials are allowed in the workplace (extra bulletin boards and posting locations) ONA materials should also be allowed.

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**Staffing Education & Advocacy Training**

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit [www.OregonRN.org/OnlineCE](http://www.OregonRN.org/OnlineCE) to get started.
2019 Statewide Elections

As of March 1, ONA members can vote in the 2019 ONA Statewide Elections.

Active elections are a sign of a healthy organization and we are excited to see so many nurses engaged in helping shape the future of ONA.

Make sure you review the candidates and cast your vote to help elect the next group of ONA leaders.

Voting Process and Details

ONA uses Election-America as the service provider for our 2019 ONA Statewide Election.

- You will receive an email or postcard from Elections-America with your voting verification information: an election code and voting pin number
- Visit https://vote.election-america.com/ONA to enter your verification information and cast your vote

For technical assistance, please contact Election-America at Help+ONA@election-america.com

For questions regarding your membership or election guidelines, please contact ONA at ona@oregonrn.org

Visit www.OregonRN.org/2019Election to see the full list of candidates.

The election closes at noon on April 15, 2019.