Negotiations Update!

After a flurry of bargaining the end of May and beginning of June, Coquille Valley Hospital (CVH) canceled the majority of the dates scheduled for July and August 2023. We were able to meet twice in August and made a fair amount of progress in the language pieces of the contract. CVH removed the lawyer that they hired to bargain the contract from their negotiating team and the overall moment was more positive and the sessions more productive. ONA passed an opening wage proposal. Below is a general overview of where we are at with the contract.

Language Changes Resolved:

• Increased the minimum number of nurses in facility at all times from two to four.

• Agreement that bargaining unit nurses meeting newly hired nurses for orientation shall be compensated by CVH for their presentation about ONA.

• Development of a specific labor management committee to work collaboratively to address workplace issues that arise in the facility for the nurses.

• Creation of a new article with language specific to the nurse staffing committee, increasing bedside nurse collaboration in the staffing plan development, reinforcing that nurses are relieved from care to attend meetings and paid time for input and work toward development of the plan outside of meeting hours.

• Professional development: dedicated 30 hours of paid time for non-mandatory trainings or education. A budget of $750.00 per nurse allowance for voluntary education.

• Hours of work:
  ◦ 12-hour shift nurses shall receive 1 ½ time for working greater than 12 hours in a shift, greater than 36 hours in a week, and on a fourth or fifth consecutive day worked (may be in different weeks).
  ◦ 10-hour shift nurses shall receive 1 ½ time for working greater than 10 hours in a shift, greater than 40 hours in a week, on the fifth or greater consecutive day worked in the same week.
  ◦ 8-hour shift nurses shall receive 1 ½ time worked greater than 8 hours in a shift, greater than 40 hours in a week, on the sixth or seventh consecutive days worked in the same week.
  ◦ Work schedules to be posted on the 17th of the month.
  ◦ Vacation request approval/denial to occur 14 days after written request for vacation.
  ◦ Nurses may clock in up to and continued on page 2
including five minutes prior to the start of their shift, or five minutes after the start of their shift without being considered to be clocking in early or tardy.

- Compensation for time spent in trial where a nurse is subpoenaed to testify because of their work for the hospital.

- The labor representative will notify the facility 12 hours in advance of presence in facility, unless there is an unknown occurrence that prevents advance notice, in which case the representative will give as much notice as able to.

- There will be one centrally located bulletin board available for ONA postings in the facility.

**Remainning Open Language Issues:**

The bargaining team continues to encourage CVH to value the work and financial security of their own permanent workers over that of the temporary staff working as travelers by 1.) attempting to fill needed work by utilizing their own workers over temporary staff and 2.) by low censusing travelers before nurses employed by the hospital. The response from the Hospital has been that they are unwilling to do either of these two asks.

The bargaining team asked if CVH may be willing to at least limit the number of low census hours that nurses employed by the hospital receive. CVH responded that the nurses could create and present a proposal surrounding this idea if desired, but that financially they do not want to enter into any agreement with the nurses in their own bargaining unit that may guarantee hours of work or create an inability to low census the nurses. It is frustrating to note that CVH openly admits to guaranteeing hours of work or create an inability to low census the nurses. It is frustrating to note that CVH openly admits to guaranteeing hours of work or create an inability to low census the nurses. It is frustrating to note that CVH openly admits to guaranteeing hours of work or create an inability to low census the nurses. It is frustrating to note that CVH openly admits to guaranteeing hours of work or create an inability to low census the nurses.

Your executive team needs your support in this if they are going to be able to win this for the nurses in the hospital. Nurses need to stand up for each other and let CVH management know that community nurses deserve at least the same respect given to the workers hired for a 12-week assignment. This is a publicly owed facility that is more willing to continue to pay inflated nursing wages required by traveling nurse agencies and committing to the financial stability of temporary workers over those committed to providing care to, and a part of, the community for which they serve. CVH will continue to struggle to recruit and retain nurses in the community without changing their own priorities to demonstrate a commitment to their community nurses.

The next bargaining session is scheduled to start at 0900 on Tuesday, Sept. 26th (date subject to change) in the North/South Conference room on the second floor of the hospital. Please show up to support the nurses representing you and to hear CVH management’s response to our requests to respect the work you provide. **If you are unable to attend in-person, please click here to sign this petition stating your support of honoring the work of your fellow bargaining unit nurses committed to working alongside you.**

**Wages:**

Your negotiating team opened wages with an increase in paid time off (PTO), an increase in choice for when employees may or may not utilize PTO, changes to the retirement package to reduce the length of time to become eligible for the plan, an increase in the amount matched by the facility for vestment and improved health insurance choices, in facility discount program for services at CVH for employees, and that CVH continue to pay the entirety of the cost for Paid Leave Oregon as a short-term disability plan for employees.

CVH minimally responded to the majority of our financial package. The hospital has not responded to our differential increases at all. They have not discussed increases for 2024. CVH initially requested a three-year contract, and the negotiating team has maintained that they desire a two-year contract due to the uncertainties with the current inflation rate and cost of living. Your negotiating team has indicated that they may agree to a three-year contract if there is alignment with wages for that additional year.
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Differentials Proposed:

- National Certifications - $1.50 per hour
- BSN Nurse - $2.00 per hour
- MSN Nurse – additional $1.00 per hour
- Charge Nurse - $5.00 per hour
- Night Shift - $6.00 per hour
- On-Call Pay - $6.00 per hour

Weekend: increased time considered to be “weekend work” and payment to $3.50 per hour.

Short shift: called in to work with less than two hours’ notice would result in double time.

High vacancy premium: units with vacancy rate greater than 20 percent offered double time to fill shifts early in the scheduling period.

Preceptor - $2.00 per hour

Orientation of Experienced Nurse - $1.50

WAGE SCALE PROPOSALS:

Initially your bargaining team proposed a 16-18 percent increase to the wage scale after July 1, 2023 and four percent after July 1, 2024, with the addition of new steps on the scale for experience.

CVH countered with a 3.5 percent increase to the wage scale and agreement to increase the number of steps to include up to a step 30. They did not give a proposal for a 2024 wage increase.

Your bargaining team countered to increase wages 11-13 percent after July 1, 2023 and 4 percent after July 1, 2024.

CVH requested to adjourn the wage discussion to discuss their budgetary and financial stance.

Staffing Law Virtual Forum

On July 31, 2023, Oregon House Bill 2697, our Safe Staffing legislation, became law. This legislation will support nursing, professional, technical, and service workers and improve patient care in hospital settings through enforceable mechanisms by requiring that hospitals provide enough staff to care for patients, prevent patient assignments, provide legally-required breaks for meals and rest, and give workers a voice in setting the staffing levels.

Beginning Sept. 12, ONA will host virtual Q & A forums every other Tuesday at 4 p.m. This is a great venue for all members, especially staffing committee and unit based reps, to share what they are hearing from management and strategize ways to improve working conditions and patient care with other members and ONA staff.

Join your colleagues from across the state to discuss the new staffing law. Register to attend a session today.

Visit oregonrn.org/Staffing-Law-Forums for more!