Another Negotiation Session Completed

Our teams met on Friday, Dec. 11 for a full day of negotiations. We are disappointed that with the amount of time we have met with the employer, we have made little progress for improving to our contract.

While we have made it clear that we are not and will not negotiate the removal of charge nurses from the bargaining unit, the hospital has notified us that they will not be making any financial proposals until the charge issue is resolved.

Right now, the hospital’s leadership is unable to complete their managerial responsibilities. To complete their duties, they need help. They want the charge nurses to do that work in addition to the responsibilities they are already committed to each shift. We believe that our charge nurses already have multiple responsibilities and adding to their workload is unrealistic and does not support the quality of care our patient deserve.

To say that charge nurses will not be paid the charge differential if they do not meet the added responsibilities is insulting and does not encourage any nurse to commit to a charge position.

Another proposal made by the hospital would allow them to hire travel nurses and call off their regular, committed, staff. This means higher paid nurses from outside our community will do the work while we use our PTO to make up for lost hours. To be transparent, they have already signed travel agreements that could result in your loss of hours.

During our session on Friday, Coquille Valley Hospital administration made their priorities very clear:

- It is not patient or employee satisfaction.
- It is not a commitment to retain our staff.
- It is not commitment to our community.

The number one priority of the employer is their financial bottom line.

Paid Time Off Proposal

The hospital provided clarification about their paid time off (PTO) proposal at our session on December 11, 2020.

The proposal included adding language that includes part-time employees to the contract language. While the current contract has not historically included that specific language, the employer did admit that they have provided that benefit for all employees: full-time, part-time, and casual staff. This proposal does not include the benefit for casual staff.

Currently nurses are only allowed to accrue PTO on regularly scheduled hours up to 40 hours per week. Due to the implementation of the Kronos system, expected next spring, the employer is proposing that PTO will accrue on all hours worked with a limit of accrual on 2080 hours per year. They

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Paid Time Off Proposal  (continued from page 1)

are not proposing any increase in the actual accrual rates; in fact, they are proposing a decrease in accrual rate at every step for everyone except for 40-hour nurses. The newly proposed language would also require you to use your PTO for all hours less than your scheduled hours with the exception being that you have a choice to use PTO for low census hours.

The cap on accrued hours is to remain at 480 hours. They proposed changes to the PTO cash-out provision of the contract that would allow an increase in cash-out amounts including access to not yet accrued hours. However if for any reason, you do not have enough hours at the time of cash-out you will be denied the opportunity for cash out for a yet undefined period of time.

Our ONA team has not yet made a counter proposal on this topic.

What’s Next?

Our next negotiation session is scheduled for Jan. 7, 2021. Our team will be meeting in advance of that date to work on our counter proposals. We need your input and support to secure improvements and maintain current protections in our contract.

We have implemented some new communication methods to make the process easier.

Our first new option is a private Facebook group called ONA at CVH. Only nurses currently employed as part of the ONA/CVH bargaining unit can view or participate in this group.

Our second option is regularly scheduled Zoom meetings on Tuesdays from 4:30 to 5:30 p.m. through the remainder of the year. https://bit.ly/CVH-TUES-MEETINGS

We are also sending regular bargaining updates to the home email addresses ONA has on file. Please let us know if you are not receiving these updates.

You are also encouraged to talk with our nurse bargaining team representatives: Lora Schepp, Lacey Taylor, and Courtney Whittaker. If they are unavailable, you can always contact our ONA labor representative Susan Bruce at (541) 261-8359 or email at Bruce@OregonRN.org.

It is clear by the employer’s actions that we will need to ensure they understand that we are bargaining on behalf of all the nurses. Shows of solidarity and support for the team and the proposals will be crucially clear to gain improvements and stave off deterioration of our current contract.

DON’T MISS IMPORTANT ONA EMAILS

Common Reasons for Not Receiving ONA Emails

1. Mislabeled: Emails from ONA are being flagged as junk or spam by your email service provider.
2. No Email: ONA does not have an email on file for you.
3. Bad Email: ONA has an incorrect or outdated email on file.
4. Blocked: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. Opted Out: You have opted out of receiving emails.
6. Work Email Filters: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. Check your junk/spam/clutter folder for ONA emails: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. Email ONA: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.