Bargaining Update

Negotiations are going very well. We are just starting to talk about the most important part to many of you... raises. Please trust the process. We know everyone wants to know details, but we just don’t know numbers at this point. We are talking about shift differentials, standby pay, short notice pay, float pay for anyone that works in more than 1 dept, floating to house supervisor and mentor pay. As we adjust numbers in one category it may-and likely will-affect numbers in another category. Our team is working hard.

Updates!
We have tentative agreements to our two year contract:

- Holiday pay will start at midnight on day of the holiday and go through midnight. So for nightshift the pay will be split between the night before and the night of the holiday.
- Clarified language to continue the current practice of using earned leave on a recognized holiday.
- Added language to clarify when the holiday schedule requests are due and who gets credit for working the holiday.
- No change to hospital contribution to 401k.
- Agreed that professional nursing care committee (PNCC) will use leftover tuition funds to bring in more educational opportunities for staff.
- PNCC will evaluate the HC/OC process.

- PNCC chair will sit on nurse staffing committee (NSC) to provide regular updates.
- Modified language around the NSC to follow the most current Oregon Administrative Rules
- Removed all of the “he” “she” language in the contract and replaced with “they, their, or the nurse” as appropriate.
- Increased the time to process grievances to 14 days at each step and clarified who to contact at each step in the process.

Education and Computers
As a reminder more than a change, we are encouraged to get education modules and studying done while at work when able. There are hours available to be paid for studying and pre-coursework at home but should be done at work when downtime allows. If you find you can’t get education modules or videos to work on your computers in your dept please call IT and see if they can help you get it working.

Also, to make the computers more efficient get in the habit of logging off when you are done with your shift not just badging out. When 12 people are logged in on the same computer it noticeably slower. Also restart computers once a shift to get excess logins off the computer.
Staffing Standards
It was mentioned by management during negotiations that we may be moving away from using only the hospital's acuity system for staffing. ONA and labor affiliates are making progress on a new staffing law that is designed to set minimum staffing standards in most hospital units. If passed, these minimums would become a floor from which units can build on based on patient acuity, nursing work intensity, and professional association guidance. Stay tuned for more information on this safe staffing legislation in the coming weeks. We hope you'll join us to help pass this critical staffing bill!

Breaks and Payroll
Be aware that we may be transitioning back to clocking out for lunch breaks. Administration and ONA both want to ensure that caregivers are accurate and honest when filling out the attestation.

If you didn’t get all your breaks – just say so. The timesheet is a legal document, so be sure to report what happened (your hours worked, your meals and breaks).

Be proactive about taking your breaks when coverage is offered; scheduling your breaks; and notifying a charge RN or supervisor if you are unable to get your breaks.

Learn how to audit your timecard for changes by managers and staffing office:
1. Open timecard in Kronos
2. Click on audits in right lower corner of screen
3. Scroll screen to the right to see user and date and time of edits.

Volunteer Opportunities!
Looking for nurses to participate in committees for the good of our patients, staff and our hospital. Please contact Autumn Strand to volunteer.

- Med Safety (N) – 3rd Tuesday of every 3 months @ 11:30 a.m. Next in May, need at least 1 nurse.
- Code Blue (N) – 1st Tuesday of every month @ 8 a.m. (currently full).
- Falls (N) – 2nd Wednesday of every 3 months @ 7 a.m. Next in April. Need at least 1 nurse.
- PNCC (N) – 1X/month 2nd wed of the month at 0730. Need an ICU, M/S, Infusion and PACU representation.
- Nurse Staffing (N) – Quarterly. Very important that you commit to regular attendance! This committee votes on staffing policy and there must be a quorum to vote.
- Clinical Practice Council (N) – 3rd Thursday of every month @ 10 a.m.
- PPE Safety (N) – ad hoc (as needed) need at least 1 nurse to volunteer.
- Employee Safety (N) – currently ad hoc (as needed) need at least 1 nurse to volunteer.
- Insurance committee- need at least 1 nurse.