Grande Ronde- Contract Frequently Asked Questions

Casual Nurse Questions

Q: With the increased hours of work requirement (3mo/72hours & 6mo/144 hours) are casual nurses required to meet these hours in home departments?
A: 10.2.4 States that Casual nurse must be scheduled to work. This addresses that if you are scheduled and then are pulled, it still counts.

Q: If floated to another department do these hours count toward totals?
A: Floated or put on call, these are still scheduled and available they still count. If available for a holiday and not used, still counts.

Q: Why the casual hour increase?
A: The previous hour requirement did not meet the hour requirement to renew an Oregon license. Though some of our casuals have another job there are some that only work casual here. Consistent with the hours seen in other ONA contracts.

Q: For Casual nurses who float to other departments what is the minimum amount of hours required to maintain competency?
A: This is determined by the hospital staffing committee and the nurses should check with the appropriate manager regarding competency. If a nurse hasn’t floated to a department or worked enough hours they will follow the staffing committee guidelines regarding competency.

Q: How do ONA departments that do not work holidays fulfill the holiday requirement?
A: All departments have a holiday requirement for work/call/standby. Holiday requirement would be based on your home department’s holiday work hours and the current competency of the staff. We will be adding holiday opportunities for all casual nurses.

Q: Hours spent obtaining required education for a home department do not count toward casual hour requirements.
A: Time spent teaching courses, participating (not attending) in skills day, or on the Sim Team will count towards your required hours.

Q: Do hours spent off the floor (committee work) count toward casual hours?
A: All Hospital committee work/meetings will count towards the casual requirements.

Q: What is the consequence for not meeting the hour requirements?
A: You will not be eligible for incentive pay and it could lead to disciplinary action leading up to termination. See hospital personnel policy manual Categories of Employee 1.0.

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**Short Notice Pay**

Q: Who will track the number of hours a casual works every 3-6 months?
A: Management works with payroll and personnel departments to track the number of hours. Any nurse who disagrees with the hour evaluation may bring it to the manager or HR to validate. Nurses can access Kronos or Schedule Anywhere to check their hours.

Section 10.2.4 states that casual status will be evaluated every Jan and July. Casual nurses not making the requirement are already currently notified, currently the hospital notifies these nurses two months prior to the Jan/July date so they have two months to meet the hours, this will continue. (FMLA and all the other ones do count as excused). If you have never got this notification, you have met your hours. If you have not met your previous hours (for the previous 6 months), you don’t get the premium pay until you have met the hours. If you met the hour requirement, eligible for premium pay immediately.

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**36 Hour Workweek and Overtime**

Q: Will an FTE nurse who picks up an extra shift be called off of one of their regularly scheduled shift later in the week if they are in OT?
A: Possibly, it depends on dept need as it always has. This is the practice that we have always followed. We re-numbered Article 16 and broke it up to make finding information easier in the CBA. What was 16.10 Became:

- 19.2 House convenience and on-call refers to a period of low census when employees are directed not to work a scheduled shift. House-convenience and on-call time is assigned as follows when the resultant staff meets appropriate acuity and skill mix needs:
- 19.2.1 Premium Pay Shifts (including casuals who are working holidays)
- 19.2.2 Overtime Shifts
- 19.2.3 Volunteers on a given shift
• 19.2.4 Casuals on a given shift.
• 19.2.5 Part-time or full-time nurses working an extra shift above their assigned FTE.
• Premium Pay Shifts bumped OT down the list.

Q: Full Time FTE: I am being told I can't teach courses or do anything outside of my hours such as committee work, teach classes, etc. because I will be on overtime? Is there a time in which I can help the hospital in these capacities, or does it just have to be at the end of my work stretch to not charge my home dept. overtime?
A: Management has the right to schedule to meet the needs of the hospital as long as the FTE for the RN is met. RN schedule will not be changed once the schedule is finalized.

Float Pay and Bumping

Subject: The float pay and how everyone can now bump everyone, not just Float 1s.
A: Anyone that is oriented can bump into another dept if the skill mix is appropriate. This should make low census be distributed equally. All departments are now capped at 25% low census.

Extra Shift Bonus and Short Notice Shift Premium

Nurses who own a full or part-time FTE and pick up shifts beyond their scheduled FTE shifts within three (3) months of the schedule being finalized will be incentivized with an Extra Shift Bonus of ten dollars ($10.00) per hour worked.

Only FTE nurses are eligible for the $10 bonus shift. These are identified on schedule Anywhere as a $10 shift. If a casual nurse requests to pick up a shift in the first 7 days, it is available they will get it over any FTE nurse even if the shift has already been given to an FTE nurse. The exception would be full shift pick up vs partial shift pick up.

Subject: Reclassification of Casual Nurses to 12/36
This was to encourage casual nurses to float to other departments and receive float pay. It was evaluated to see how much effect this would have on OT vs paying nurses float pay. It was a greater incentive to pay the nurses float pay than what they were earning in OT.

Please note that you may not individually negotiate or ask for more money for a shift.

If you have any questions, please contact your ONA labor representative, Rhonda Kenny at Kenny@OregonRN.org.

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