Complete Summary of GSRMC’s Final Package Offer

A description of all substantive contract changes contained in the final package offer presented by Good Samaritan Regional Medical Center (GSRMC) is listed below. If the contract article is not listed, it was never opened for discussion by either party. Click here to read the specific language changes in the contract redline document.

**Article 1: Recognition**

- Replace “General Duty” with “Regular”
- Include “Charge Nurses”
- New language ensuring any new nursing positions will be reviewed by ONA to determine whether they belong in the bargaining unit or not

**Article 2: Association Privileges**

- Membership requirement changed to within 90 days instead of after 90 days
- Religious objector additional examples of charitable funds included
- Updated language to “Involuntary” termination; change requirement to terminate from seven to ten days
- Update lists ONA receives to include transferred employees and seniority date
- Updated language on posting of notices and include language for GSRMC to notify ONA if a posting needs to be removed

- Paid time for New Employee Orientation (NEO) of 60 minutes as long as it doesn’t drive OT; include language to describe process when Association rep presenting NEO is not on scheduled time during NEO; include nurses who transfer into the BU to attend NEO at paid time too
- Additional language requiring BU reps to work with supervisor to arrange time to attend investigatory/disciplinary meetings during work hours

**Article 3: Personnel Categories**

- New definition of “Introductory Nurse” to include new grads
- Remove “as offered to the majority of SHS employees” from determination of health & welfare eligibility language and add “as outlined in Article 18” instead
- Clarify that medical center has discretion in terminating per diem nurses who have not met requirements
- Move language about pay and potential benefits for per diem nurses to Articles 5 and 18
- New definition of Clinical Coordinator/Charge Nurse; additional language requiring all reasonable attempts to have a Clinical Coordinator/Charge Nurse on each shift

**Article 4: Non-Discrimination**

Continued on page 2
Final Package (continued from page 1)

- Describes process for reporting discrimination for union activity
- Add “sexual orientation, gender identity” to list of protected classes

**Article 5: Hours of Work, Scheduling & Staffing**

- Provide a third rest period for nurses working ten-hour shifts
- Delete line ensuring pay for a late meal period (maintains pay for a missed meal period)
- Timing of meal period to allow eight-hour shift RNs to receive meal break as late as the end of the 5th hour of shift and end of the 7th hour of shift for ten- and twelve-hour RNs
- Remove language requiring RNs to document notification to leadership of anticipated missed meal period
- Added language moved from Article 3 regarding per diem overtime
- Move weekend pay provision to Article 22; time-and-half plus $20 for all extra weekend shifts worked (not applicable if you call in sick for any shift within the same pay period)
- Holiday premium pay no longer cancels out extra shift pay for extra shifts picked up in the same pay period
- Work schedule published “no later than 6:00 a.m.” three weeks in advance
- New language requiring shift trades be documented by the nurse in Kronos and all parties agree
- Nurses not on-call but willing to come into work “on an unscheduled day” shall have two hours from time of “initial offer of the shift” to report to work
- Protected leave will not be counted against unit’s quota for days off “except on closed units”; approved paid time off (PTO) days on closed units will not be rescinded if additional staff are off due to protected leave
- Voluntary education scheduled on regular days off will not be denied based on unit quotas for PTO or education
- Add “required certifications” and “orientation to the physical environment” to list of reasons not to float a float nurse first
- First consideration for floating to “nurses not represented by the GSRMC Association” instead of listing “agency and contract”

**Article 6: Paid Time Off (PTO)**

- PTO “requested” rather than “self-scheduled”
- RN can rescind PTO request only prior to schedule being published if sufficient PTO cannot be accrued
- Approved PTO cannot be rescinded by the hospital unless sufficient PTO “cannot be accrued by the time of absence”
- Clarify that PTO occurring during the week of Thanksgiving and pay periods containing Christmas and New Year’s will be in accordance with departmental policy only “for departments not supported by the Staffing Office”
- Manager must agree to PTO rescission made after the schedule has been published
- PTO rescinded by a nurse may be offered to the next RN with a PTO request for that date
- Bargaining team nurses will not be expected to report to work on the day of a negotiation session or the shift before or after a session for night shift nurses
- Reduce max PTO bank from 960 to 700 hours in 2021, all hours above 700 in the bank Dec. 31, 2020 will be converted to cash and added to payroll check

**Article 7: Leave of Absence**

- Seniority accrued up to six months during a worker’s comp leave

Continued on page 3
Final Package (continued from page 2)

- After protected leave is done, will work with HR to determine options rather than apply for personal leave of absence (PLOA)
- A nurse returning from protected leave will be returned to their former assignment even if it means displacing a nurse who picked up their shifts
- Medical leaves outside of protected leave will be in accordance with “the SHS Disability Accommodation Process – Americans with Disabilities Act policy”
- Eliminate language limiting additional personal leave to six months or less
- Eliminate language regarding voluntary termination if a nurse doesn’t report to work on first scheduled day after leave expired
- Clarify that miscarriage is covered by bereavement leave
- Replaced jury duty language with language from policy (more generous and specific)

Article 8: Education Leave

- The professional nursing care committee (PNCC) may approve applicants for paid educational leaves without cooperation from the nursing educator
- Education will not create an overtime situation without pre-approval by management
- The PNCC will receive 16 hours paid time per month to process report on education fund utilization
- Per diem nurses may cover two shifts per schedule for other nurse on their home unit to attend mandatory education and per diem will have these shifts counted toward their requirements
- Included pursuit of MSN or BSN as educational programs for which nurses may take up to two days per year unpaid to attend with manager approval

Article 9: Seniority and Layoff

- New RN trainee’s and interns will now enter the bargaining unit upon hire
- Bargaining unit (BU) employees may retain accrued seniority as long as they are continuously employed by any Samaritan Health System (SHS) facility
- Eliminate language requiring hospital to post requirement for “the actual position to be filled”
- Include qualifiers to choose a junior nurse for a position including relevant certifications, educational or workshop credits, demonstrated abilities as reflected by experience and performance that exceeds other applicants
- Clarify language to include “external” as well as “junior” candidates regarding interview requirement for “internal qualified” applicants
- Benefits will continue to accrue for mandatory absences (MA) “by the Medical Center”; nurses may request to know if there are unrepresented nurses working with same skills
- Nurses may now request a partial voluntary absence (VA) in Kronos though full shift VAs will be granted first and only before the shift begins. Partial shift VAs include any hours after the start of the shift and will not be awarded before the start of the shift
- New language that VAs cannot be rescinded or declined less than 12 hours prior to start of shift
- Per diems will be included in a rotation list for purposes of cancellation
- New “Stand-by Status” language allowing nurses to agree to be placed on stand-by for the first four hours of what would be a cancelled shift with a $10 per hour standby rate of pay which will be paid for the full four hours regardless of whether the nurse is called in to work or not
- Add “non-bargaining unit nurses” to the MA order (would include stand-by in lieu of MA)

Continued on page 4
Final Package  (continued from page 3)

- Delete extraneous language that nurses working 12-hour shifts will receive MA credit for 12 hours
- New language describing process for “reorganization” in detail (differs slightly from ONA’s process)
  
  **Article 10: Employment Status**
- Verbal and written corrective actions will not be considered in future progressive discipline after a period of seven years unless the nurse has received another corrective action during that time period
- “As much notice as possible” for intention to terminate; maintain not less than 14 days

  **Article 11: Professional Nursing Care Committee (PNCC)**
- Two alternate nurses may be appointed to the committee when one or more of the seven PNCC members is unavailable
- New language that nurses and management will make reasonable efforts to relieve the nurse members of their duties in order to attend meetings
- Meeting agenda and minutes will be posted on the intranet rather than on the units

  **Article 12: Participation in Committees**
- Add Ethics Committee to list of committee’s nurses participate in through Association appointment
- New language that meeting minutes will be accessible, excluding confidential matters, on the intranet
- New language that reasonable efforts will be made to relieve the nurses of their duties in order to attend meetings
- New language ensuring that nurses members are paid for their attendance at meetings but will not drive overtime or premium pay

**Article 13: Labor Management Cooperation Committee**
- Increase members from 8 to 10, 5 from ONA and 5 from hospital
- New language that meeting minutes will be posted on the intranet

  **Article 14: Professional Development**
- Increased minimum advanced notice of in-service education programs from two or three weeks to eight weeks
- New language that a no-show for mandatory education is defined as providing less than 24-hours notice; PTO may be assessed for the class time missed

  **Article 16: Grievance Procedure**
- Grievances involving more than one nurse from the same department will be initiated at Step 2
- Grievances involving more than one nurse from multiple departments will be initiated at Step 3

  **Article 17: Retirement Plan**
- No change from current contract language

  **Article 18: Health & Welfare**
- Move language from Article 3 regarding per diem benefits
- Limit premium increase to max of 10 percent per year (current)

  **Article 20: Successors**
- Grammatical Updates

  **Article 21: Surgical Services Provisions**
- Surgical services is comprised of “units” not “departments”
- Include language that nurses floating from their home unit will be oriented
- Include definition of on-call

Continued on page 5
Final Package  (continued from page 4)

- 30-minute report time; any nurse may volunteer to take additional call
- Per diem gets credit for call-back hours worked
- Maintain orphan call at double time
- Minimum call-back pay of three hours
- Minimum call-back pay for nurses on-call and required to work more than 60 minutes past the end of their shift

  Article 22: Compensation

- 3 percent wage scale increase as of July 8, 2019 with retroactive pay if ratified by Dec. 5, 2019; 2.75 percent wage scale increase as of first pay period after July 1, 2020; 2.75 percent wage scale increase as of first pay period after July 1, 2021
- Certification differential only if applicable to current position; new language that it is the nurse’s responsibility to provide evidence of certification renewals
- New language that BSN/MSN differential will begin the first day of the first pay period following receipt by the HR office
- Increase on-call pay to $4.75 and $5.50 for on-call on a holiday
- Include shift differential in call-back pay if applicable
- Increase per diem differential to $5.00
- Agree to move weekend differential language but maintain at 5 percent
- Move preceptor section up to C.1.a
- New language allowing nurse to rescind agreement to work extra shift within 24 hours before considered “committed”
- Deletion of now irrelevant Home Health language

  Article 23: Duration

- Three-year Agreement

SAVE THE DATE!

ONA Convention and House of Delegates

May 18-19, 2020

Portland, OR

The convention's theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA's strategic plan including equity and inclusion.

Registration opens in late November
Q&A Drop-In Session, Nov. 26

Members of the ONA bargaining team will be available to answer questions about the redline, ratification vote or the process. Join us Tuesday, Nov. 26 in Conference Room B from 6 – 8 a.m. and 11 a.m. – 2 p.m.

Online Voting

Online voting will open at 8 a.m. Wednesday, Nov. 27 to 11:45 p.m. Wednesday Dec. 4, 2019.

ONA Bargaining Team is remaining neutral. Check your email on Nov. 26 or go to our bargaining unit webpage, www.oregonrn.org/58 for the link to vote.

Any votes submitted prior to 8 a.m. Wednesday, Nov. 27, will not be counted!

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.