Bargaining Update #1

Session 1

We commenced bargaining on Tuesday, Oct. 17. In attendance was our elected negotiations team, comprised of Elese Sewell, ER, Margo Burtchaell, Med/ Surg and ICU, Chantal Morrison, Surgical Services, Pam Howard, Family Birth, Brenda Ralph, Home Health and Hospice, and your labor representative, Jocelyn Pitman. In attendance for the hospital administration included Becky Kopecky, CNO, Jami McCaslin, HR, Rob Whato, Med/ Surg and ICU Manager, and Dennis Westlind, Providence’s attorney.

We put four proposals on the table:

- Clarification of Casual Call scheduling (Article 1 and Appendix F): clarifies the intent for weekend work and/or call shifts.
- Annual Leave (Article 6) requests: sets a 30-day response period for approving or denying time off requests. Currently, there is no set timeline in the contract for responses. Several members have waited months for a response to their requests.
- Work Schedule and Overtime (Article 4) changes:
  - Order of input into the schedule for master schedule nurses, variable nurses, and casual call nurses
  - Adding that the Hospital retains the right to adjust work schedules prior to posting, not after, which is the current language.
  - Changing the input date for requesting days off and for when the schedule is released, so that variable nurses have more notice of their schedule.
  - Clarifying that nurses who pick up a last-minute additional shifts are eligible for the $17 open shift pay, regardless whether they “volunteer” or not.
  - Adding language about how to fill last-minute critical shifts that ONA nurses cannot fill. This is to help protect ONA nurses who were recently required to work with only a few days’ notice.

- Low Census:
  - Adding language that requires a manager to offer

(Continued on page 2)
other project work when available before putting a nurse on low census.

◊ Adding a cap of 20 percent as the maximum amount of low census that a nurse can be put on per pay period. Other rural hospitals have similar caps.

◊ Adding short term agency/Share Care nurses to the low census rotation.

• Adding three certifications to be recognized for certification pay, which is $2.25 per hour:
  ◊ CCRP Cardiac Rehabilitation
  ◊ PCCN Stepdown Telemetry
  ◊ SANE Sexual Assault Nurse Examiner

Administration came back with proposals on casual call, annual leave, work schedules, and overtime. We made some movement on casual call however the annual leave and work schedule proposals look drastically different from our proposals. **There were not any tentative agreements signed in this bargaining session.**

Administration’s counterproposals include, but are not limited to:

• An annual leave system that is predominately on a first come, first served basis.

• The core time off request system would be as follows:

<table>
<thead>
<tr>
<th>Scheduling Period</th>
<th>Time Off Window</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sept. 1-30</td>
<td>Jan. 1- Saturday before Memorial Day</td>
</tr>
<tr>
<td>Jan. 1-31</td>
<td>Sunday before Memorial Day- Saturday after Labor Day</td>
</tr>
<tr>
<td>May 1-31</td>
<td>Sunday after Labor Day-Dec. 31</td>
</tr>
</tbody>
</table>

• There would be a 30-day response period for requests under this system.

• A process for time off requests outside the scheduling periods. Requests would be honored on a first come, first served basis, with seniority used if there are overlapping requests.

• Allowing schedule changes to occur **at any time.**

• Nurses who don’t voluntarily pick up an additional shift after the schedule is posted will only be paid at the straight time rate. **This is a violation of the open shift language in Appendix A 14, which gives you a $17 differential!**

• No movement on our request for a 20% cap on low census per pay period.

• Not allowing short term agency or Share Care nurses to be part of the low census rotation.

There was not much time to comment on their counterproposals. Our team was especially stunned about the takeaway of open shift pay for last minute filled shifts that are mandated. We thought our proposal on this section was reasonable.

Our next bargaining session is Oct. 26! If you are interested in attending as an observer, please let us know! You can contact labor representative Jocelyn Pitman to make that arrangement.
Right now, ONA is beginning a multi-step process to create a strategic plan that will guide our organization over the next 3-5 years.

This process will be member-led and member-driven, so we need your help and guidance along the way. One of the most important things you can do to help is to complete your ONA strategic planning survey as soon as possible.

Your opinions will determine which policies and programs ONA prioritizes now and in the future. With your help, we can create a plan that meets all members' needs.

Completing your survey takes less than 10 minutes.

In addition to asking you for your input, ONA has put together a dedicated Strategic Planning Committee led by members of the ONA board to help analyze your feedback, identify additional member needs and develop a responsive strategic plan.

To learn more about the ONA Strategic Planning Process and to complete the survey, visit:

www.OregonRN.org/2017ONASurvey
Vote YES on Measure 101 to Protect Health Care Access

Oregon voters will face a decision on whether or not to protect health care for more than 350,000 children, adults with disabilities, seniors, and low-income families in a special election Jan. 23, 2018.

Measure 101 asks voters to uphold the bipartisan Oregon Healthcare Protections Bill which the legislature passed in the 2017 legislative session. Nurses, hospitals, insurers, Democrats and Republicans all supported the bill in order to fund health care and lower premiums for more than half a million Oregonians.

Voting YES on Measure 101 means protecting health care for Oregonians who otherwise couldn’t afford care and are too often forced to go to the emergency room when they are sick. If the measure fails, thousands of our most vulnerable patients will be in jeopardy of losing their health care.

It is critical we stand together to protect Oregon families by supporting Measure 101 in the Jan. 23 special election.

Learn more, get involved, and add your name to pledge to vote YES on Measure 101 at:

www.OregonRN.org/YesOnMeasure101