Your team met at 8:30 a.m. to review proposals before meeting with management at 9:30.

We started off with **Article 9 - Holidays** proposing that nurses not be required to work every Thanksgiving. Management came back in agreement with that with some minor wording changes that we agreed to.

We also proposed being paid double time for any of the recognized holidays when a nurse works an extra shift above their full time equivalent (FTE) at the need of the hospital.

**Article 10 - Paid Time Off:** We agreed to delete “bereavement leave” from Section A since it is addressed in Article 11. We are still discussing the two-tier system of paid time off (PTO) accrual and discussed back and forth several times the amount of PTO nurses can bank. We also proposed that overtime restrictions be loosened to accommodate shift swaps for using PTO.

We are waiting for all your responses to the survey regarding weekend shifts before finalizing our proposals regarding weekends off so please take a brief moment to fill out the survey.

We had a discussion regarding PTO usage during leaves of absence.

**Article 11 - Leaves of Absence:** We are still discussing management’s proposal to decrease personal unpaid leaves of absence from 90 days to 30 days.

**Article 12 - Professional Development:** Management is not interested in increasing the certification bonus from $250 to $400. They also proposed adding certified flight registered nurse (CFRN) to the list of certifications recognized. We went back and forth over payment of hours for mandatory education not taken through Samaritan Professional Development.

**Article 15 - Employment Status:** We proposed that management would advise a nurse in advance of an investigatory meeting that they can have a representative accompany them if any meeting is likely to result in disciplinary action and that the management and the nurse will agree to mutually acceptable time and date for such a meeting. Management presented a counter proposal which we are still discussing.

**New Article: Section A - Access to personnel records:** Management was not interested in adding this to the contract stating that it is covered under Oregon’s Bureau of Labor and Industry law that an employee can look at their employee file (with the exception of reference letters) at any time.

(Continued on page 2)
Section B - Change in Personnel Records: Management also was not interested in removing written disciplinary notices after a period of time as we proposed. They felt that nurses were given many chances in the disciplinary process.

We proposed successor language which would be a new addition to the contract. In the event of a merger or consolidation with another company, the new company would have to be informed of and honor our contract.

We also have discussed our professional nursing care committee (PNCC) fund for education. We know many of you have not been submitting requests for reimbursement for travel expenses, etc. due to the fact that there has not been sufficient funds in the past to reimburse for those. Currently there is unused money and reimbursement requests should be submitted any time between January 1 and December 31 using the tuition reimbursement form and photocopying your receipts. Put completed forms in the PNCC folder in the acute care unit (ACU) lounge.

Thank you Mary Stubblefield for doing an awesome job in handling these requests!

NATIONAL FEDERATION OF NURSES ELECTS NEW PRESIDENT
Oregon’s Stephen Rooney, RN, Elected During National Delegate Assembly

WASHINGTON, D.C. – Stephen Rooney, RN, of Oregon was elected as the new President of the National Federation of Nurses (NFN) on May 17, 2013 during the national NFN delegate assembly. Rooney, who practices as an Intensive Care nurse at St. Charles Medical Center in Bend, Oregon and has served as the elected President of the Oregon Nurses Association (ONA) for the past 3 years, will be the second President of the NFN. Rooney succeeds Barbara Crane, RN, of New York. Crane served as the President of the NFN since 2008.

Rooney said, “Working with my colleagues from Washington, Montana, Ohio, Oregon and New York to advance the mission of the NFN is one of the great honors of my life. I am humbled by the support of my colleagues and am excited to be a part of this historic union, a national union that holds among its most sacred values openness, transparency, respect for state autonomy and collaboration.”

The NFN and its four member states recently voted to affiliate with the American Federation of Teachers (AFT), one of the largest unions of professionals in the United States. Rooney will play a key leadership role in forging the details of the historic partnership between the NFN and AFT.

“Nurses and teachers face enormous challenges and opportunities; the implications of the Affordable Care Act on the scope of our nursing practice and on the delivery of care throughout our nation, the creation of strong and sensible health care policies for all and, my greatest priority as we move into the next stage of our evolution, working with AFT to organize and expand the reach, voice and influence of this national union I am so proud to be a part of,” said Rooney.

The NFN is a leading national labor union and collaborative voice for registered nurses. Founded in 2008, the NFN was created to provide a unique, more inclusive option for unionized nurses and be a new model for national unions. Currently, the NFN represents approximately 34,000 nurses in four states.