This week your bargaining team met with management for two long consecutive days of bargaining on Monday, May 9 and Tuesday, May 10, 2022.

Your team presented to management multiple language proposals that they had worked on.

The following issues were discussed with agreements where applicable.

**ARTICLE 1**

It was agreed that Lakeview Gardens will now be officially incorporated back into the contract.

**ARTICLE 3**

Management proposed, and it was agreed to the following:

**Part-time Nurses:** were defined from 20 to 24 hours a week to reflect current practice.

**PRN Nurses:** Education not to be included in minimum work availability.

**PRN 2 Nurses:** changed from one (1) shift to two (2) shifts per three (3) month cycle and they would now be ACLS Certified.

**PRN 3 Nurses:** ONA proposed and it was agreed upon to allow them to be subject to the Grievance Procedure.

**NEW!**

**PRN 4** was added on the proposal of management:

These nurses would commit to working two (2) full scheduled shifts per week, with a minimum commitment of 100 scheduled shifts per twelve (12) months. Additionally, they would work two (2) holiday shifts per twelve-month period.

Call-off order for PRN nurses would now follow: three (3), two (2), one (1), and then four (4).

A definition for a Rover position was added: A full/part time nurse with no set schedule or shift.

**ARTICLE 4**

**NEW!**

Management proposed and it was
agreed that Christmas Eve, Dec. 24, would be replaced with Friday after Thanksgiving to provide continuity with the other hospital employees, not to take effect until January 1, 2023 as holiday schedules for the year have already been decided and planned on for 2022.

**ARTICLE 6**

**UNRESOLVED**

ONA had negotiated clarity of the step advancement tied to evaluations in 2020 as nurses were not being given their step advancement due to management not fulfilling their obligation to timely complete annual evaluations.

At that time, ONA had requested removal of merit from advancing in steps. It is common practice that step advancements are not intended for punitive action but to reward years of service.

An agreement on that removal was not made in 2020 but your negotiating team continues to believe that steps should be severed from merit. Your team believes that this is outdated and punitive language. ONA proposed that the new language will not have merit tied to step advancement.

This is an unsettled issue.

**NEW!**

Your team believes that there can be places for nurses in our community that aren’t obstetrics (OB) or emergency room (ER) certified to serve patients.

With that in mind, the team proposed adding new RN Med/Surg positions which do not require ER and OB Certification.

Management thought this was a good solution to help with staffing and patient care needs and has agreed to this position being added.

**ARTICLE 10**

Your team is in negotiations with management on bargaining unit union representatives being compensated for attending to union business per state law.

**ARTICLE 12**

Your team presented new language that would protect set schedules.

If management/supervisors return to the bargaining unit they are not allowed to use their past seniority for bumping rights to set schedules.

**NEXT BARGAINING SESSIONS**

The majority of the proposals on language have been settled and now your team will anticipate working on economics/financials at the next bargaining sessions in July.

Reach out to your team and thank them for their hard work and get ready to lend a hand of support when they return to the table to work on equitable wages and compensation.

**THANK YOUR NEGOTIATION TEAM!**

- Chair: Chris Gibson
- Vice Chair: Amy Havel
- Secretary: Aleasa Mathews
- Treasurer: Shawn Bias
- Membership Committee Chair: Kelly Utley
- Negotiating Team Member: Abby Yates