On Thursday, Feb. 8, we had our fourth bargaining session. We sat through a riveting presentation from HR about how robust our insurance benefits are. After that, we were able to ask questions about their counteroffer on three articles we presented last month. Finally, we presented two new articles: Hours of Work and Dues Deduction.

Hours of work covers a lot of topics that we know are important for you, including:

- Overtime is anything over your FTE, not 40 hours.
- Combining a break and a lunch or two breaks if feasible for your unit.
- A new order for calling off nurses on Low Census days: volunteers first, the travelers, then resource then LSI shifts, then on-call staff, then using a percentage for the remaining staff.
- We are asking that no nurse be put on standby more than once in a three-month period until all other nurses in that unit have been low-censused.
- Clear language around floating and clusters. This includes not being displaced from your home unit by resource nurses.
- Increasing call worked on holidays to double time.
- Readjusting the amount of required weekend days to match FTE.
- Asking for a flat hourly rate of $46/hour for LSI instead of a percentage (like OHSU).
- Increase phone time while on-call to time and one-half.

The overall response from management was... well, it’s hard to say. There was very little engagement or conversation happening on their end. We hope to receive a counteroffer at our next session.

On a positive note, we did come to a tentative agreement (TA) on one article, 17-Separability! So, there is some forward progress.

We love all the green shirts we see on Thursdays. But we need MORE GREEN on our bargaining days. This is a visual message to management that we are united, and we are ready for a fight. If you see people without shirts, ask if you can get them one. We still have a lot!