



APU Bargaining Update

NOTE: In our previous message we accidentally left out one of the links below. We are resending this with the proper links to ensure you all have access.

Bargaining Update

On January 8 your APU bargaining team met with OHSU to continue bargaining over workload and work expectations.

Collaboratively both OHSU and APU have used the Interest Based Bargaining (IBB) framework to develop a list of shared interests and definitions. From that, both groups agreed on a shared definition of clinical FTE (cFTE) which reads, “cFTE includes time spent on direct patient care and indirect patient care and all other duties associated with practicing as a clinician at OHSU.” APU firmly believes that all work is work. For our inpatient colleagues or those who may work a designated “shift,” this concept is fairly well understood and accepted. For our outpatient colleagues, this means that work done outside the exam room is valued just as much as work done inside the exam room with the patient. It all counts equally because it’s all required to do our jobs.

But despite the shared, agreed upon definition, there was still an effort from OHSU to set limits on how much of that “indirect work” counts as work. They shared a concept that would only compensate providers for some of that work, but not all of that work. This will be an ongoing discussion.

There was discussion about how this work would be tracked and compensated for as a

salaried employee. We shared examples of many departments that are already tracking and compensating APPs for extra time worked beyond their normal schedule, so we know it can be done.

To help oversee and facilitate workload in each work area, both APU and OHSU have ideas for workload committee structures, although different in spirit. Modeled after the AURN's (OHSU's RN union) Unit Based Nursing Practice Committees (UBNPCs), we've both conceptualized APP Workload Committees (AWC's) that would help to ensure that APPs in each work area are being tasked with a reasonable workload. These would be committees composed of both APPs and managers.

OHSU has suggested a single, centralized workload committee for all APPs institution-wide, composed of 6 APPs and 6 managers that would meet quarterly. This committee would make recommendations rather than final decisions. OHSU would like an escalation pathway to the Office of Advanced Practice (OAP) and Labor Relations if disagreements arise.

APU has suggested local, "unit based" work committees that would include APPs and managers within each department, focusing on local solutions for local problems. We feel that APPs in each work area best understand the nuance of their work, are invested in the outcomes of decisions, and are best suited to advocate for reasonable workload solutions specific to their areas. Keeping decisions at the local level also empowers our APPs to step into leadership roles within their departments, building confidence and strength among the APP workforce.

What do you think about these ideas? Please communicate with your CAT to let them know.

OHSU also responded to our campus access proposal with some appropriate clarifications about what counts as a commute, for example travel from home to work does not count. Parking was addressed and how parking at partner sites is not something in our control and many times is determined by the city.

To make up for a planned break over the holidays, we will meet again January 15 for our next bargaining session.

Call Survey

We want to learn more about APPs taking "call" outside of their work hours. Please complete this brief (less than 10 minute) [survey here](#).

Providence Strike Information

As you may know, our colleagues at many local Providence hospitals are starting their strike on Friday January 10th. This strike includes APPs and physicians, along with RNs. To show support for our peers, consider [signing up for a picket shift here](#).

Stay Informed and Connected

- Reach out to your [CAT](#)
- Email us at advancedpracticeunited@gmail.com
- Follow us on [Instagram](#). Join our Signal chat
 - Download the [app](#) and send us an email for further instructions
- Check out our ONA [APU website](#), where you can:
 - Review our submitted proposals
 - Join as an APU member (no dues until we have a finalized contract)
 - Sign up to get the ONA bargaining update emails or update your contact info
- Contact our labor rep Tim Hoss at hoss@oregonrn.org

Upcoming Bargaining via WebEx

Wednesday, January 15 [via Webex](#)

Wednesday, January 29 [via Webex](#)

See a list of our upcoming bargaining and caucus dates, [here](#).

If you have questions, contact your ONA labor representative, Tim Hoss at Hoss@OregonRN.org.

[Bargaining Unit Info](#)

[Update Your Info](#)