

APU 6/11/26 LMC meeting summary

OHSU- Magda Leo, Corey Fry, Sarah Salgado

ONA/ APU- LaDonna Robey, Kristen Haynes, Shelley McCargar, Joe Cartino

Union release time-

- We asked that labor relations help facilitate union release time for an APU Leadership Council member so she can attend our caucus meetings.
- Labor relations said they would follow up with her leadership team about shifting time, but they also have concerns about rescheduling patients. The general policy is 60 days notice for cancellations. They are concerned that some APPs have been requesting release time with very short notice. The more notice they can give the better. We will revisit this topic and how many hours will be allotted for union release in the next fiscal year in a future meeting.

Holidays and maximum clinical time-

- We told labor relations that holidays are not being appropriately accounted for by all departments. There are also APPs that are being asked to make up shifts/sessions because their clinic is closed on a holiday or it falls on a day they don't normally work. We noted that "taking holiday hours off the top" is not as straightforward as it sounds due to the varied clinic schedules, clinic holiday closures, APP schedules, and APP FTE, which will/has resulted in folks being over/under the holiday hours specified in the contract. Labor relations said APPs do not have to make up time for holidays. They have messaged this to managers for months but some are still getting it wrong.
- We told labor relations that the FAQ math is wrong and that rounding up to 28 direct patient care hours a week results in APPs being scheduled approximately 80 over their maximum clinical hours per year. We suggested they either round down to 24 hours of direct time and give APPs more indirect time, or that departments work with individual APPs to adjust their schedules to within the maximum clinical time due to the complexity of the varied clinic schedules, clinic holiday closures, APP schedules, and APP FTEs.
- Labor relations reiterated their FAQ position that a rounding factor is required to operationalize the annual expectation into clinic schedules. If an APP took no PTO or other leave during the entire 52-week academic year, it is hypothetically possible they could exceed their annual direct care expectation by a small amount. If that occurred, the excess would be paid as work above expectation at 1.5 times the base pay rate.
- Labor relations said they are worried that if they rounded down to 24 hours and people did not use PTO some people would not work their maximum clinical time

and they would have to reduce their salary. OHSU is considering a MOU (memo of understanding) to clarify this and avoid litigating this repeatedly.

- We explained that maximum clinical time is further reduced by PTO/EIB/FMLA and other protected leaves, that there is a “1:1 swap” of clinical time to leave time but were not able to come to a mutual understanding.
- We will need another meeting to discuss maximum clinical time.
- We told labor relations we are willing to meet with them to discuss a MOU if they make a proposal.

Partner sites-

- We told labor relations that at an AWC we were told that partner sites do not need to follow the contract or AWC recommendations.
- Labor relations said that partner sites are accountable to the contract and AWCs. They will follow up with the APP who was told this.