

8/13/26 Labor Management meeting summary

APU leaders – Shelley McCargar, Kristen Haynes, Rachael Postman

ONA staff, Joe Cartino, Terry Pavin-Buck.

OHSU- Magda Leo, Sarah Salgado, Jon Soffer, Corey Fry

Scheduling beyond max clinical time

During the July LMC meeting OHSU acknowledged that they have been scheduling some APPs beyond their maximum clinical time. The first agenda item was to ask OHSU how they were going to resolve this issue.

OHSU said they are working on a standard work guidance document which they hope to have ready in the next couple of weeks. At our request they will share it with APU leadership before they send it out to departments. OHSU wants to leave the schedule adjustments necessary to keep APPs under their maximum clinical hours for the year to local APPs and managers to collaboratively decide the best way to do it instead of using a top down approach. It's impossible to be prescriptive as there are so many variables.

Corey shared that he thought a realistic timeline was partnering with departments in Sept-Oct. Changing schedules in Nov- Dec. If areas are faster that's fine. The goal is to complete standard work guidance document and socialize it by end of this quarter. Ready 2nd half FY 27.

APRN instructor skills lab hiring

We asked OHSU why Per Diems APPs are not eligible for APRN instructor skills lab teaching opportunities.

OHSU said SON moved away from per diems because of the extra shift payment rate for per diems. They would need to create an assignment and offer letter and for a limited amount of time. They said SON has decided the way it will be paid is not FTE but through labor distribution. As an example, if work in family medicine and you teach SON will pay family medicine for your time, and you must already have FTE to have labor distribution.

APU said this is unfair. If they awarded FTE it would be paid at FTE and not extra shift rate. Though it's more work administratively it's right thing to do.

OHSU said SON is not doing it this way ever again. They will post positions next year and people can choose to do them or not.

APU asked if the position is all year and OHSU replied that it is 8 or 16 hours of work 1 week a year. The old way was to spread it out over the year. Now they do it as a labor distribution 1 week a year. If a member wants to pursue it OHSU can talk to SON to see if they will accommodate it. APU asked if they do the job postings now instead of waiting a year and OHSU said they would find out.

Paid Release Hours for Union Business.

OHSU said we need to educate stewards that they need to use these hours for union business. We discussed how since APPs are salaried the way they use release hours may be different from hourly workers. We asked if APPs can use faculty pursuits time for union business and OHSU confirmed that they can.