

ONA/OHSU

Executive Committee

President

Harold Fleshman, RN
10 D Epilepsy Monitoring Unit

Vice President

Terri Niles, RN
7C Neuro ICU

Secretary

Pa Vue, RN
*11K Cardiovascular
Intermediate Care*

Treasurer

Michelle Brashear, RN
*14KPV Adult
Bone Marrow Transplant*

Member-at-Large

Julie Jorgensen, RN
ED-DCH

**ONA Labor Relations
Representatives:**

Brian Howard

(503) 293-0011, ext. 1352
Howard@OregonRN.org

Seth Moore

(503) 841-1787, ext. 1354
Woodard@OregonRN.org

Sarahi Soto-Talavera

(503) 293-0011, ext. 1318
talavera@oregonrn.org

Joseph West

(503) 293-0011, ext. 1369
west@oregonrn.org

Amber Cooper

(503) 293-0011, ext. 1308
cooper@oregonrn.org



Everything on the Table

Now that all initial proposals have been exchanged, we can take a look at the entire set of proposed contract changes by our Oregon Nurses Association (ONA)/Association of Registered Nurses (AURN) bargaining team and OHSU administration.

Our bargaining team based their proposals on the issues and priorities that OHSU nurses voiced in our pre-negotiation survey, as well as in meetings and one-on-one conversations.

OHSU provides the highest quality of care, treats the highest-acuity patients and has been, far and away, the most profitable hospital in the state of Oregon for several years. In the last three years OHSU made \$388 million in profits! Our nurses are central to the organization's success, now more than ever, as our current pandemic demonstrates. Our proposals reflect the need to increase standards in staffing, pay, benefits, education and respect.

Highlights of our team's proposals are broken down by category:

Economics:

- Across-the-board pay increases of four percent this year, six percent in 2021 and 6 percent in 2022.
- Night shift differential starts a 7 p.m. (currently 11 p.m.).
- Resource nurses who work over 40 hours receive five percent differential (currently three percent);

if they work over 50 hours: 10 percent (currently five percent); if they work over 60 hours: 15 percent (currently seven percent).

- PANDA Transport Allowance increase from \$65 to \$130.
- Float differential for ALL float hours and include outpatient areas.
- Critical Need Incentive half the regular rate of pay (currently \$14).
- Charge nurse, with the addition of Team Lead for outpatient facilities, differentiatonal: \$4 (currently \$3.50).
- Evening shift differential: \$3.40 (currently \$2.50).
- Night shift differential: \$7 (currently \$6).
- \$4,000 per year certification pay.
- Streamline REQ (nurses who are curtailed or canceled who chose to take time unpaid should be able to directly code it in KRONOS.).
- Repay for incorrect wage placement.

Staffing:

- It is OHSU management's responsibility to ensure that nurses can take lunches, with appropriate staff so that every employee can take breaks without impacting patient safety or increasing the number of patient's other nurses are responsible for.

Everything on The Table

(continued from page 1)

- Clear understanding of appropriate staffing levels per nurse, acuity and unit needs, based on unit staffing plans and Oregon State Staffing law.
- Break nurse coverage.
- Additional paid time for staffing plan creation.
- A more democratic process for plan creation.
- Travelers should be curtailed/canceled before resource nurses (except those working beyond minimum shift obligation.).
- Protections for lactation breaks.

Safety:

- Proper supplies and protocols to prevent needle sticks.
- Competent and properly trained non-nursing staff for patient and guest searches (it too often falls on nurses to do this now).
- Zero tolerance for patient illicit drug use.
- A workplace free from physical or verbal violence or exposure to inappropriate sexual behavior; nurses more empowered to refuse to work under such conditions.
- Trained mediation de-escalations staff 24/7.
- Paid administrative leave for hours missed because of a determination by Occupational Health.
- New language for better preparedness for emergencies, pandemics and disasters.
- Regular reviews of personal protective equipment (PPE).
- A new specialized patient care unit focused on harm reduction strategies.
- A Specialized Harm Reduction Taskforce of ONA designated nurses and OHSU management, which will determine the design of the specialized unit as

well as paid training and education for staff.

Health care:

- Reducing premiums to 5 percent for fulltime and 10 percent for part-time RNs.

Education:

- Staff development opportunities posted for 14 days.
- Education and conference leave increases.
- Staff development fund increases.
- Reimbursements for all certifications.

Black Lives Matter:

- Nurses and health care workers at OHSU come together to proclaim a week of action, affirmation and solidarity.
- Juneteenth as a recognized holiday.

Respect and other issues:

- Coaching's and Work Improvement Plans removed from HR file after two years.
- Documents from coaching's are grievable.
- Investigations should conclude within 30 days, without an updated they are dismissed.
- Enhanced and updated grievance language.
- All vacation grievances will be expedited, not just those "in block".
- 40 hours paid bereavement leave.
- Jury duty language for evening and night shifts.

Highlights of OHSU's proposals include:

- Vast expansion of Mandatory Call, to include everyone.
- Added restrictions on resource nurses: Increasing the

continued on page 3

Everything on The Table

(continued from page 2)

minimum to 48 hours a month, double the current 24; two holidays a year required (currently one); only one period of leave will be permitted in Spring and Summer (not a current restriction).

- Limiting scope of ONA representation to current facilities, any new facilities would have non-union nurses.
- Vacation block requests cannot carry over from one to other more than seven days.
- Out of block requests must be submitted four weeks in advance (two now).
- Changes to benefits— employer contributions remain the same but based on the tier of coverage selected for each type of health plan – medical, dental and vision.

- Retirement: Nurses must choose plan within three months.

No changes to our contract can be approved unless our bargaining team agrees to them and our 2,800 nurse union votes yes to changes.



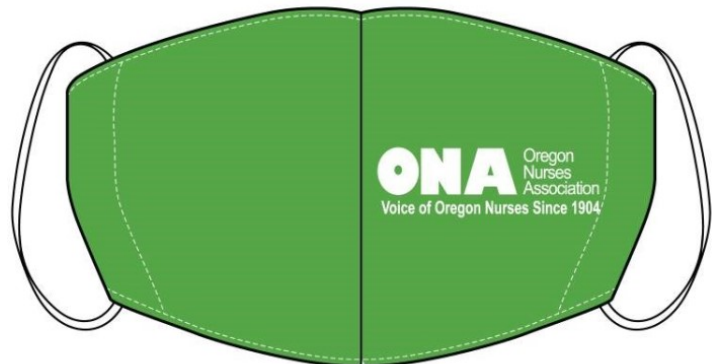
ONA Legislative Issues Member Survey

We invite all members to participate in ONA's legislative issues survey. The survey questions have emerged through a collaborative effort between members and staff and are focused on issues that advance nursing practice, health equity, and workplace safety.

This work was a direct result of the ONA Post-COVID-19 Legislative Planning Series, utilizing member experiences and feedback to move forward in developing a legislative agenda. To ensure we have as many voices represented as possible, the group decided to solicit feedback from all membership through this survey.

Your input helps ONA Government Relations staff and the Cabinet on Health Policy finalize an agenda that ONA will prioritize during the 2021 State Legislative Session.

Participants will be eligible to receive an ONA-branded facemask so you can show your nurse pride and promote public health while out in public.



To complete the survey, visit:

www.OregonRN.org/Planning

ONA Virtual House of Delegates

To ensure the health and safety of our members through the COVID-19 pandemic, ONA made the decision to hold the ONA House of Delegates virtually on Sept. 22, 2020.



ONA 2020 Convention & House of Delegates
Sept. 22, 2020 Virtual Conference

Elected **ONA delegates** must re-register by **July 31** to participate in the HOD.

[Click here to learn more and register today](#) or go to www.OregonRN.org/Events

Apply for Pandemic Assistance or Unemployment Benefits Today

Lost Hours?

Nurses across the country are losing hours due to COVID-19. ONA led the nation by winning critical COVID-19 contract protections including sick leave and administrative pay in some facilities. However, some of these protections are expiring.

We are fighting to win key COVID-19 provisions for nurses at bargaining tables throughout the state but we are also exploring new options to support you, including encouraging nurses to apply for unemployment benefits or pandemic unemployment assistance when applicable.

If you're being low censused you may qualify for either benefit.

Unemployment Benefits

If you are losing hours and worked at least 500 hours last year OR earned more than \$1,000 last year and worked throughout the year, you may be eligible for unemployment benefits.

For most nurses, if you were paid less than \$648 in a week, you're likely eligible. Note: Unemployment is not a substitute for paid leave. If you used paid leave to fill in for hours you would normally be working, unemployment benefits will not cover those hours.

Benefits range from \$151/week to \$648/week per person. Individuals are eligible to receive 1.25 percent of your yearly earnings per week.

How Do I Apply? Apply for unemployment benefits [click here](#), or go to: <https://bit.ly/Online-Claim-System>.

Pandemic Unemployment Assistance

Even if you don't qualify for regular unemployment benefits, people out of work due to COVID-19 are eligible for pandemic assistance.

Assistance ranges from \$205/week to \$648/week. You can receive 1.25 percent of your yearly earnings per week.

How Do I Apply? Apply for pandemic unemployment assistance [click here](#), or go to:

<https://govstatus.egov.com/PUA>

Please note that this is not legal advice. This summary is based on our understanding of Employment Department rules. If you have a legal question, you should speak with an attorney. ONA members receive a free half-hour consultation with a local law firm as a member benefit.

Contact information is available at the ONA website.
www.oregonrn.org/485