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# Caring for Oregon



## **AURN Bargaining Update:**

**Oct. 7, 2026**

Executive Management thinks you should take a pay cut when you take vacation!

Fill out your [ACTION SURVEY](#) by October 12!

RSVP for our March on OHSU's Board of Directors on October 30 [HERE](#)

**TL;DR:**

**OHSU Proposals**

**-Vacation Leave Administration (Article 13)**

-Management continues to deny regular rate of pay for vacation time

They still deny increases to vacation allotment

**-Communicable Disease Management and Emerging Infectious Disease (Article 31)**

-They did agree Occ Health gets the final say in how long employees need to be out of work for communicable diseases

### **AURN Proposals**

**-Communicable Disease Management and Emerging Infectious Disease (Article 31)**

-We agree in large part, but continue to hold out on regular vs straight rate of pay

**-Maternal Newborn Float Pool (MOU 18)**

-Agreed to move this into the main contract; covered under specialty float pool language in Article 10

**-Unit Staffing Stabilization Differential (MOU 8)**

-Agreed to move this into the main contract; covered under Article 10

**Legacy Health System Reopener (MOU 16)**

-We agree to eliminate this MOU only if OHSU is not buying another health system at this time. We strongly encouraged management to think about this question before providing an answer.

**-AURN seeks clarification**

-Despite rumors, Management assured the UKG Kronos app is not going away, it's just currently undergoing technical difficulties. A fix is in the works.

-There's a loose plan to close the MICU to accommodate construction. AURN wants this coordinated, clear to nurses about how it affects the MICU patients and staff, and ETA for completion.

-AURN called out the incomplete education plan and support for the respiratory intervention rollout in acute care

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### **PACK THE ROOM October 14 at ONA at 10:30 a.m.**

Management still isn't taking us seriously with their economic proposals as evidenced by their "3% is really 5%" argument.

We plan to PACK THE ROOM at ONA on October 14 to show them we're standing together in solidarity on economics. A strong economics package means we can afford to buy groceries and gas in the next 3 years without having to depend on CNI or a per diem.

**FREE PARKING at the ONA Headquarters** in Tualatin, plus a **Trimet stop** just around the corner.

Oregon Nurses Association - 3rd floor

18765 SW Boones Ferry Road, Suite 200

Tualatin, OR 97062

### **Back and Forth**

#### **Communicable Disease Management and Emerging Infectious Disease (Article 31)**

[OHSU presented this to us in the morning; we returned it to them in the afternoon. They emailed it back in the later afternoon.](#)

They agreed that Occupational Health should be our trusted source for determining when sick employees should return to work. Occ Health is staffed by AURN nurses

and APU providers who focus on evidence-based practices and the latest scientific recommendations, so that makes good sense to us.

We're quite close to agreeing on this article, but we have a philosophical disagreement with management on straight pay versus regular pay for time off.

**Straight pay** = your base hourly wage

**Regular pay** = the average hourly wage you make that includes differentials

Why should nurses take a pay cut when we take time off or get sick from catching an illness at work?

## **OHSU Proposed**

### **Vacation Leave Administration (Article 13)**

OHSU continues to deny full coverage for vacation for ambulatory, reducing concerns to an empty email inbox.

Executive management continues to misunderstand vacation needs in our ambulatory sites. They stated that they had not heard of nurses not able to get their vacations on smaller units and insist that returning to in-basket work is acceptable. We continue to push back against these assertions: a vacation isn't a vacation if you come back to more work than you left or you are concerned that your patients aren't being safely cared for while you're out.

We reminded them that what ambulatory clinic nurses really want is for their Epic in-baskets and patient phone calls to be safely monitored, triaged, and addressed in their absence.

Management also continues to deny UBNPC a process to ensure that out of block requests are allotted equitably. Many units have already developed equitable processes that both count and don't count out of block requests towards a nurse's annual allotment. Yet again, they do not want UBNPC to be an effective part of Professional Governance.

## **AURN Proposed**

### **Maternal Newborn Float Pool (MOU 18)**

We agreed with management to move this into the main contract. This specialty float pool was developed during the last contract cycle. Now that it is well established, the specific qualifications and differential are covered under specialty float pool language in article 10.

### **Unit Staffing Stabilization Differential (MOU 8)**

We also agreed to move this into the main contract in article 10. The differential remains the same amount (\$6) and the units eligible to receive this will still need to be mutually agreed upon by AURN and OHSU.

### **Legacy Health System Reopener (MOU 16)**

Could be agreed upon if they can definitively tell us that there are no mergers, acquisitions, or restructures that they have not disclosed to us.

## **Tentative Agreements**

[MOU 18](#): Maternal Newborn Float Pool

[MOU 8](#): Unit Staffing Stabilization Differential

## **General Updates**

We shared concerns about the partial closure of the MICU, which seems to currently be planned for respiratory virus season. There is not much solid information on this closure, and we are asking that they come prepared next week to share information with us.

We also shared concerns about the reduction in staffing on the Critical Care Action Team (CCAT), recent changes to respiratory interventions on acute care floors, and lack of input from nurses impacted by the decisions made by this team. There is also a complete dearth of education for direct care nurses who are impacted by these changes.

KRONOS/UKG - Despite recent rumors, OHSU is not discontinuing the app! The app is temporarily unavailable for new downloads, but management has confirmed that there is a fix in the works. Unfortunately, there is no timeline available for that fix.

Keep on showing up, and we'll win another industry leading contract!

In Solidarity,

**Bargaining Team**

- Duncan Zevetski - 6/7 VPV Adult Oncology
- Bill Erickson - 6A PACU
- Corinn Joseph - South OR
- Kartika Vasavada - CHH2 Oncology Infusion
- Lisa Incognito - CHH2 Oncology Infusion
- Dani Chiero - Acute Care Float Pool
- Adam Maag - Scappoose Family Medicine
- Grace Schoenlank - Perinatal Newborn Float Pool

-Ellen Miller - Acute Care Float Pool

-Evey McKellar - Adult ED

-Patrick Hennessy - 8C TSICU

-Erin Boni - 7A MICU

-Katie Dahlberg - 9K Ortho

### **Bargaining Timeline**

📺 SAME LINK for all sessions! Webex link for open bargaining sessions:

<https://ohsu.webex.com/ohsu/j.php?MTID=m2ec52310be46a81a86216839e28ff39d>

-September 21 **NEW DEADLINE of October 12:** [Action Survey](#) closes!

-**October 14:** open bargaining at ONA Headquarters in Tualatin

-**October 21:** open bargaining in Knight Cancer Research Building room 6111

-👁️ **October 30:** March on the OHSU Board at 0830 at Rood Pavilion [RSVP HERE](#)

### **Stay Informed!**

-[Follow our AURN Google Calendar here](#)

-[Instagram](#)

-[Facebook group \(private group\)](#)

-[Install Signal \(join or start a unit group!\)](#)

If you have any questions, please contact your executive team leaders, unit representative or ONA labor representative [AURNLaborReps@OregonRN.org](mailto:AURNLaborReps@OregonRN.org).

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