

BARGAINING UPDATE



EXECUTIVE MANAGEMENT THINKS YOU SHOULD TAKE A PAY CUT WHEN YOU TAKE VACATION

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.

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LEADERSHIP AND INFORMATION

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



**OHSU
LEADERSHIP**

Labor Representatives

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

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 three 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

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!

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 unable 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 inbaskets 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.

TENATIVE AGREEMENTS



MOU 18: MATERNAL NEWBORN FLOAT POOL



MOU 8: UNIT STAFFING STABILIZATION DIFFERENTIAL

BARGAINING TIMELINE



OCT.
12

SURVEY CLOSES!
(New deadline)



SCAN FOR
SURVEY



OCT.
14

**OPEN BARGAINING AT LOCATION AT
ONA HEADQUARTERS IN TUALATIN**



OCT.
21

OPEN BARGAINING
Knight Cancer Research Building, room 6111



OCT.
30

**March on the OHSU Board
at 8:30 a.m. at Rood Pavilion**



**WEBEX LINK FOR OPEN
BARGAINING SESSIONS**
SAME LINK FOR ALL SESSIONS!

RSVP FOR
MARCH



STAY INFORMED!



FACEBOOK GROUP
(PRIVATE GROUP)



AURN INSTAGRAM



FOLLOW OUR AURN
GOOGLE CALENDAR
HERE



INSTALL SIGNAL (JOIN
OR START A UNIT
GROUP!)