

ARTICLE 21 - STAFF DEVELOPMENT

21.1 Orientation. All newly hired nurses will be provided a general orientation and an appropriate orientation to their assigned patient care area. The orientation FTE will be equivalent to, or if mutually agreed, higher than the FTE the nurse was hired at. Nurses other than new graduates or resource nurses must mutually agree to orientation above their FTE. After orientation, the nurse will resume and then after orientation will return to the FTE the nurse was hired at, unless by mutual agreement. Orientation shall not extend a nurse's trial period. A nurse will not be counted in the staffing complement of a unit if the nurse is working under the oversight of a preceptor.

21.1.1 When assigned to an alternate patient care area (see also: 7.15.1) or when there are changes in service lines or new populations on the unit, each nurse shall be provided additional orientation to prepare them to the area or assignment. Such orientation and precepting must be specific to changes in service lines and new populations on the unit. Such Orientation is to be in accordance with a specific plan designed for that patient care area. The UBNPC may make recommendations regarding the orientation standards necessary for nurses to complete in order to be considered prepared for independent practice. Such an overall plan may be modified for a specific nurse in accordance with the nurse's educational background and work experience.

21.1.2 The Emergency Department will have accessible, real time, and hands on education available on all shifts. This education shall include support care for specialty care populations, and for patients admitted to acute care or ICU level of care but remain in the ED. ED nurses may request additional, hands on orientation for specialty care populations, and such requests will not be denied.

21.2 Required Resuscitation Certifications. All required resuscitation certifications (ACLS, PALS, NRP, etc.) shall be reimbursed that are necessary to care for any patient populations that may be cared for on an employee's home unit. All required resuscitation certifications shall also be reimbursed for units in which a nurse is required by the Employer to float

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and take an independent assignment of any type, **this includes units where a nurse** holds a split position, or acts as a Pivot or Crosstrained Nurse. **This also applies to Specialty Float Pool nurses.**

[Change ACLS to ALS throughout contract]

21.3 In-Service Education. The Employer will **provide specific and clinically relevant in-service education—in person (with the exception of remote-only nurses)--at least annually in order to ensure safe practice, maintain competencies, orient to all new equipment, policies, and processes, and stay current on newest practices.** **When a change in service line or patient population occurs on a unit, additional relevant in-service education shall occur within 3 months prior to implementation, no later than 2 weeks after in emergency situations.** **These in-service sessions will be developed with direct care nurse input and/or Staff Educators and** ~~continue its practice of making in-service education available to nurses on all shifts on a regular basis.~~ may be conducted both during and outside an employee's work schedule. **ED and specialty float pool nurses may join a specific specialty unit's in-service training that is relevant required for their position. ED and specialty float pool nurses may request additional, hands-on orientation for populations of patients who require specialized care, and such requests will not be denied.** **In-Service Education shall be paid at the regular rate of pay.**

Overtime rules shall apply where the employee's attendance is required by the Employer and the sessions involve time outside the employee's work schedule.

21.4 Staff Development Opportunities. The Employer has a responsibility to provide information about **staff** developmental opportunities to staff. **The UBNPC will provide input and best practices on the process of be given the opportunity to develop processes for selecting candidates for these opportunities.** Such **staff development** opportunities may include, but are not limited to, temporary positions, special assignments, in-unit educational opportunities, **preceptor, staff educator, and charge nurse opportunities.** Staff development opportunities must be communicated to the unit for a minimum of ~~fourteen (14)~~ **seven (7)** calendar days and will be distributed to all nurses on the unit in a clearly labeled electronic message.

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21.5 Staff Educators. The Employer shall create and cultivate the role of Staff Educators in the bargaining unit. The role of the Staff Educator is to assist in staff education development and ensure competencies are completed. The ratio of Staff Educators to nurses shall be 1.0 FTE per 100 RNs. The role will be no more than 0.5 FTE per nurse and cannot be an entire FTE.

21.6 21.4 Staff Development Fund. Managers will make every reasonable effort to grant time off for the purpose of improving or upgrading individual skills, professional abilities, or enhancing the profession. A Staff Development Fund will be established each fiscal year in the amount of on the basis of the formula of \$~~350~~ 325 275.00 per nurse, including Resource Nurses FTE. A separate Resource Nurse Staff Development Fund will be established each fiscal year by (1) dividing all resource nurse hours worked in the prior fiscal year by 2,080 and (2) multiplying that figure by ~~325, 275~~. These funds are for educational purposes and can roll over year to year. Employer-required education will not be paid for out of Staff Development Funds, and will be in addition to benefits provided in this section. The Employer shall provide **human administrative support for funds administration and technical support** monthly accounting of all requests, funds utilized, and funds available.

21.6.1 21.5.1 Distribution. The annual amount designated will be distributed to each appropriate group of employees as determined by the Professional Nursing Care Committee (PNCC). The UBNPC chairs of the identified groupings will meet at the start of each fiscal year and jointly determine the manner of distribution of funds within their group.

21.6.2 21.5.2 Expenditure of funds. Registration to conferences and other expenses shall be provided subject to the availability of funds. UBNPC²s will be responsible for establishing guidelines for expenditure of funds and approving requests for staff development purposes. The PNCC has the right to request from a UBNPC the methodology for expenditure of its staff development funds and to evaluate and recommend to the UBNPC

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alterations to its plan. The PNCC will determine the eligibility and manner of distribution of the Resource Nurse Staff Development Fund among resource nurses.

21.6.3 ~~21.5.3~~ **Unexpended funds.** The PNCC shall have the responsibility to reallocate any ~~all such~~ unexpended funds **in lieu of any rollover of such funds on or** after June 1 in a manner they deem appropriate consistent with the purpose of the Fund, including the availability of funds to nurses who make requests throughout the fiscal year and resource nurses who have worked the equivalent of .5 FTE or greater during the fiscal year. ~~Any funds still unexpended shall rollover into the next fiscal year.~~ **There will not be any rollover of unexpended funds from one fiscal year to another.**

21.7 ~~21.6~~ **Staff Development Educational Leave Hours.** Educational leave will be limited to a maximum of **thirty-six (36)** ~~twenty-four (24)~~ hours per benefited registered nurse per fiscal year, except that an additional **4,400** ~~2,000~~ ~~1600~~ educational hours may be devoted to the Employer granting nurses on a discretionary basis up to ~~thirty-six (36)~~ **twenty-four (24)** additional hours, at the nurse's regular straight rate of pay, for attendance at a professional conference in the area of the nurse's specialty. These educational leave hours will be ~~jointly~~ administered by the PNCC ~~and the nursing education department~~. Resource nurses who have worked a minimum of 1,040 hours in the immediately preceding fiscal year shall be eligible to participate in a separate pool of **one thousand, five hundred (1500)** ~~one thousand (1000)~~ educational hours per fiscal year. Educational leave will be granted in accordance with operational need, consistent with the provisions in Section 13.1.

21.7.1 All OHSU-operated conferences hosted at OHSU will be free to attend by ONA-AURN represented nurses and will be paid at regular straight rate. ~~All OHSU-operated conferences are voluntary to attend.~~

21.8 ~~21.7~~ **Certification Pay.** Employees who have a current ~~American Nurses'~~

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Association (ANA) or national nursing organization certification on file with the Employer, and whose certification is relevant to the nurse's current area of practice, will receive certification pay. Relevancy, if in question, shall be determined by the Chief Nurse Executive (CNE) and the Professional Nursing Care Committee (PNCC). Employees who have a current **non-nursing** certification approved by the CNE and the PNCC will also be eligible to receive certification pay. **A nurse will be eligible for the certification pay with their existing certification for no more than two years after transferring specialties.** ~~For calendar years 2023 and 2024,~~ certification pay is a lump sum amount of two thousand five hundred dollars (\$2,500) paid in pay period twenty-four (24). Nurses who are absent from work on worker's compensation shall receive their bonus upon their return to their full FTE or their separation from employment. Beginning the first full pay period following January 1, 2025, Certification pay shall be a differential of **6.5% of the employee's regular rate of pay.** ~~two dollars and fifty~~ **seventy-five cents (\$2,502.75) per hour.** Only one professional certification will be compensated per nurse.

21.7.1 ~~Eligibility for calendar years 2023 and 2024.~~ Eligible employees include nurses employed at .5 FTE or above and resource nurses who have worked a minimum of 1,040 hours in the immediately preceding fiscal year. ~~To receive the bonus, employees must be on the payroll at least thirty (30) days prior to the commencement of pay period twenty-four (24) as well as at the end of pay period twenty-four (24), and must have submitted verification of their certification to their manager prior to the commencement of pay period twenty-four (24). The effective date of the certificate will determine the year in which the bonus will be paid (i.e., if the effective date is after the commencement of pay period twenty-four (24), the bonus will be paid the following year).~~

21.7.1 **21.7.2** **Reimbursement of certification or recertification fee.** Employees will be eligible for the reimbursement of **any relevant their** certification or recertification fee (whether as a result of examination or earned CEUs) if they

- (1) complete the certification or recertification while employed at OHSU;
- (2) provide documentation of certification or recertification. If membership in the certifying nursing organization plus the certification or recertification fee is less than a non-member certification or recertification fee, the Employer may pay the lower

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amount.

If the professional certification does not have free take/fail safe program for certification, OHSU will reimburse funding for one failed attempt.

~~21.7.2~~ **21.7.3** **Approved certifications.** The Professional Nursing Care Committee (PNCC) will be responsible for updating and maintaining a current list of approved certifications. **Such list must be submitted by August 1st of each year. Recommendations for additions or deletions to this list will be forwarded to the Chief Nurse Executive for approval.** ~~A nurse will be eligible for the certification pay with their existing certification for no more than two years after transferring specialties.~~

21.9 ~~21.9~~ **OHSU School of Nursing Classes.** In addition to the program described below ~~above~~ in Section 21.98, the following tuition benefit will be available to regular nurses **and resource nurses who provided the availability to work at least 1040 hours** who are employed in good standing and apply for classes offered by the OHSU School of Nursing. Nurses may access a maximum of **nine (9)** ~~six (6)~~ credits per quarter under either of the programs described below. **Resource nurses are not eligible for this benefit.**

~~21.9.1~~ **RN to BSN benefit.** Nurses who apply for this benefit must have been employed for a minimum of six (6) months and must have successfully completed their probationary period. The nurse will pay for **1020%** of the tuition cost and the Employer will pay the remainder, provided that the nurse will agree at the time of application to repay the Employer's portion if the nurse does not complete the course, does not receive a passing grade for the course, or voluntarily terminates their employment or leaves the bargaining unit within two (2) years after having completed the BSN course.

21.8.2 ~~21.9.2~~ **Graduate benefit.** Nurses who apply for this benefit must have maintained an employment status of .5 FTE or greater in the bargaining unit for a minimum of two (2) years. **Resource nurses who provided the availability to work at least 1040 hours also qualify.** Nurses will pay the following percentages of the tuition cost based on the corresponding completed years of

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service (see Article 5.13) with the Employer in the bargaining unit:

2-5 years	~~25~~ 30%
5-10 years	~~15~~ 20%
More than 10 years	~~5~~ 40%

The Employer shall pay the remainder of the tuition costs, provided that the nurse shall agree at the time of application to repay the Employer's portion if the nurse does not complete the course or does not receive a passing grade for the course. ~~This benefit shall be made available up to a maximum amount of \$425,000~~ \$350,000 ~~per fiscal year.~~ This benefit shall not apply to the nurse anesthesia program.

21.10 Tuition Benefit Program For Classes Not Offered at OHSU School of Nursing. Registered nurses may participate in OHSU's Employee Tuition Benefit program, in accordance with the terms of that program. The Employer will add a statement to the form for this ~~p~~Program that it is not for courses offered at the School of Nursing. Eligibility requirements and benefits will be established by the Office of the Provost. Information regarding these programs will be made available in the Human Resources Department. Nurses may also reach out to the School of Nursing finance resource if they have any questions.

21.11 Student Loan Repayment. Eligible nurses may utilize tuition reimbursement funds, provided by the Employer, to repay education loans as follows:

(1) Up to \$5,250 per year, less required tax withholding, for an accredited degree from an accredited program. This amount shall be adjusted to the maximum non-taxable amount, per In the event such programs are withdrawn from the IRS, this section will still apply even if taxable.

For the purposes of 21.11, an "eligible nurse" means:

- 1. A bargaining unit nurse employed by the Hospital with ~~three~~ (3) years of service, as defined in 5.13.**
- 2. The nurse provides the Employer with documentation from**

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the lender(s) verifying the amount(s) of the education loan(s) and repayment status.

21.12 The Employer shall be responsible for all post-hire Employer-required training of nurses, including approved modality and costs; no nurse shall be made responsible to pay for orientation or any orientation related training. This section does not apply to any licensure or associated costs.

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