

ALU^{at OHSU}RN^{at OHSU}ONA

Oregon Nurses Association

TL;DR:

- UBNPC Workshop presented by PNCC- Thursday, October 22nd, 2026, 10-2pm virtually. Register in Compass
- Open position on PNCC, fill out consent to serve
- Open position on NPG, fill out consent to serve
- Next bargaining **October 21**
- Bring your kids & your costumes to march on the OHSU Board of directors meeting

OCTOBER 30TH

- Contract corner- Tell me more about comp/voluntary cancellation
- Reminder for annual review of staffing plans

BARGAINING TEAM HIGHLIGHTS (from October 7th bargaining)

OHSU Proposals

- Vacation Leave Administration (Article 13)

www.tinyurl.com/3krmpmsd



SCAN HERE

- 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)

www.tinyurl.com/2p9janrj



SCAN HERE

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

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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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TL;DR: ...CONTINUED

AURN Proposals

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

www.tinyurl.com/2p9janrj



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- 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

Bargaining is moving to weekly sessions!

Bargaining is next on October 21st at Knight Cancer Research Building 6th floor conference room

October 30th is the March on the OHSU Board of Directors at Rood Pavilion. Meet up at 1030 and wear your ONA green or a fun costume! Kids and families are always welcome!



MEMBERSHIP

What does membership in ONA get you? Have questions about how our union works? Need a refresher? Join newly hired RNs at one of the upcoming AURN/ONA orientations. Our ability to secure another industry leading contract is based entirely on our members being active and engaged participants in our union. Knowledge is power and we have this dedicated time every week to share how our union works. Come with questions! And pick up some fun AURN/ONA swag, too!

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MEMBERSHIP

UPCOMING AURN/ONA MONDAY ORIENTATION SESSIONS

OCTOBER 19 AT 14:30
BICC GALLERY ROOM 124

OCTOBER 26 AT 14:30 - VIRTUAL LINK HERE
www.tinyurl.com/2p9janrj



NOVEMBER 2 AT 14:30
BICC GALLERY ROOM 124

NOVEMBER 9 AT 14:30 - VIRTUAL LINK HERE
www.tinyurl.com/39nmf5n3



NOVEMBER 16 AT 14:30
BICC GALLERY ROOM 124

PNCC

We have an open position! We are looking for a nurse who has interest in joining our committee. If you have questions please email PNCC@ohsu.edu or if you are ready to put your name in then fill out a consent to serve using the QR code or link below.

OHSU/AURN Consent
to Serve Form

SCAN
ME



[www.oregonrn.org
/page/ohsu-cts](http://www.oregonrn.org/page/ohsu-cts)

EDUCATION FUNDING MATCHING GUIDELINES FROM PNCC

(These are subject to change and are guidelines for our decision-making process.)

PNCC will consider giving a match and distribute money if the RN has met following criteria:

1. Received <\$500 from PNCC in prior FY
2. RN is not attending the same conference as in previous FY.
3. There are several other situations that we factor in when looking at how to distribute funding, but they are not as easy to simplify as the two above.

For units with a starting budget >\$4499.00, PNCC will match what the UBNPC gives up to a max of \$1500. The UBNPC can give more than \$1500, but \$1500 is the limit from PNCC.

Example: UB gives \$1200, PNCC will match at \$1200 for a total of \$2400. UBNPC gives \$275, PNCC matches at \$275 for a total of \$550.

For units with a starting budget <\$4499.00, PNCC expects the unit to give 1/3 of the total budget for the request. If that is done, then PNCC will match the amount and add additional funding to bring the total to \$3000.

Example of matching: UBNPC starting budget is \$1200. UBNPC gives \$400 (1/3 of total), then PNCC will give \$2600 to bring total request amount to \$3000.

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PNCC

The reason for this special matching is that there would be an inequity for RNs to attend conferences or expensive education events due to the limited budget related to the unit's size. The goal of this is to help provide equity in opportunities to attend conferences to all RNs throughout OHSU.

These decisions are subject to money being available to spend each month. PNCC has looked at the total amount of funding for education and split that up into a monthly budget. If all UBNPCs distribute money that month, such that it exceeds the set monthly budget, then there is not any excess money for PNCC to distribute. There is a chance that in that month, PNCC cannot provide the match. In those instances, the request can be considered again at next month's meeting. PNCC will be looking at requests throughout the entire year. PNCC advises RNs to fill out education requests months in advance to give adequate time for responses. PNCC will consider distributing money to RNs that do not qualify based on the previously mentioned guidelines. However, it is a case-by-case basis, and is subject to fund availability, as well as factoring in equity to education funding.

RESOURCE RN FUNDING GUIDELINES

PNCC will consider giving up to \$1500 to resource RNs if they meet the following criteria:

1. Received <\$500 from PNCC in prior FY
2. RN is not attending the same conference in previous FY

CONTRACT REMINDER REGARDING USE OF EDUCATION HOURS FOR RESOURCE RNS

21.6 "Resource nurses who have worked a minimum of one-thousand and forty (1,040) hours in the immediately preceding fiscal year shall be eligible to participate in a separate pool of one thousand (1,000) educational hours per fiscal year."

In regards to all funding requests: If a nurse submits their receipts within 60 days after the event date, then they can be reimbursed even at the end of the FY. If a nurse submits a request 60 days after the event, but by 6 months, then this can be reimbursed, but the reimbursement is now taxed. If a request was not fully funded, then PNCC evaluates the excess money and distributes the extra as able. Therefore, a request from the fall could potentially receive extra funding if the receipts were submitted in the correct time frame.

STAFFING COMMITTEES

HNSC (HOSPITAL NURSE STAFFING COMMITTEE)

As we work through annual reviews, a reminder that per our contract, acuity tools should be developed and revised by UBNPCs! **Management should not be revising, editing, or in any way pushing for changes to a unit's acuity tool.**

We recently put out a suggestion for standardized meal and break language that has caused some confusion. Here is the language:

Every nurse will receive unencumbered meal, rest, and lactation breaks per the CBA. Breaks will be provided by **a designated break nurse or nurse without additional duties, taken when a nurse does not have an assignment, or by combining assignments when able to do so while maintaining nurse to patient ratios and acuity per the NSP**

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STAFFING COMMITTEES

Every nurse will receive one paid 15 minute rest period for each 4 hours worked and one uninterrupted, unpaid meal break of 30 minutes for a shift of 6 or more hours. An additional meal break will be provided if the shift continues for 14 or more hours. Lactation breaks will be provided as needed. Additional break nurse coverage shall be requested as needed for lactation breaks coverage. Charge RN shall not assume additional assignments.

We've heard that managers are asking their UBNPCs to adopt this language fully in the staffing plan. Our intention with the italicized sentence is that each unit use this space to identify how they give breaks. For nearly all inpatient units, this will be simply by Break RN. We do not want units to include mechanisms here that are not reflective of practice because that may ultimately make our plans less enforceable. Procedural units are likely to be able to give breaks between patients or by nurses without additional duties, inpatient units should not be putting this language in their plan. We've also seen a number of units send this language back to us without inclusion of the last sentence, which states that charge RNs will not assume additional assignments. Lastly, this language is not mandatory. We came up with it in response to units asking for guidance. Please know that we support UBNPCs to write plans as you all see fit!

NRNSC (NON-RATIO NURSE STAFFING COMMITTEE)

As your staffing plans come up for yearly renewal, please remember even if there is no change to your plan, you must have the plan reviewed by your committee dyad (committee representatives). Dyads and their office hours can be found on O2 under Professional Governance (PG).

NURSING PROFESSIONAL GOVERNANCE (NPG)

Save the Date: May 21, 2027 | 8am-5pm

PNW Nursing Professional Governance & Practice Conference | *Every Voice. Excellent Care.*



OHSU Nursing Professional Governance is bringing nurses from across the Pacific Northwest together for our inaugural one-day hybrid conference! Join colleagues in person or virtually to learn, share practice ideas, and build connections around nursing voice, leadership, quality improvement, evidence-based practice, and innovation.

Start planning ahead! Consider requesting education hours for May 21 to save the date! **More details about the agenda, registration, and costs will follow!**

Every voice matters. Help shape our conference!

We're gathering input to help shape the educational agenda for the inaugural **PNW Nursing Professional Governance & Practice Conference**, hosted by OHSU Nursing Professional Governance.

Whether you're a nursing student, clinical nurse, educator, nurse leader, or provider, we want to hear from you! Share your learning needs, practice challenges, and topics you'd like to explore. Your feedback will help us prioritize meaningful education that reflects the needs and voices of our nursing community.



Please complete this short, anonymous survey by Tuesday, October 27. <https://tinyurl.com/9ee7z4kp>

Get Involved!

Explore: Visit our **Professional Governance Resource Corner** to learn about nursing governance at OHSU:

www.tinyurl.com/v75rkncd



Take the next step: Submit an **AURN/ONA Consent to Serve Form** to express your interest in serving on a Central Council:

www.oregonrn.org/ohsu-cts



Have questions or ideas to share? Reach out to **professionalgov@ohsu.edu**

GRIEVANCE COMMITTEE (CONTRACT CORNER)

The Comp Bank

One of the 3 ways to accrue time off here at OHSU:

Article 9.4

Compensatory Time. A regular employee may elect, in lieu of receiving payment for overtime hours, for hours worked beyond having completed the employee's FTE status (which includes use of paid accruals or other paid time) or for the premium portion ($\frac{1}{2} \times$) of holiday hours worked or on-call hours worked, to deposit in the employee's compensatory time bank the hours worked (including at the rate of time and one-half the actual overtime hours worked, and at the rate of one-half of the holiday or on-call hours worked), up to a maximum of fifty-six (56) hours. Hours sought to be converted after the maximum has been reached will automatically be paid in cash. Nurses may elect to use available hours from their compensatory time bank for any allowable use of paid time off, including unscheduled absences.

Q: What can be converted to Compensatory Time?

A:

1. Hours worked above your FTE
2. Overtime (OT) hours worked
3. Incremental overtime (even the minutes worked past a shift that would fall into OT- it adds up!)
4. Premium portion ($\frac{1}{2} \times$) of hours worked on a holiday or on-call hours (just the extra half of the time and half)

Q: What can't be converted and will be paid out?

A:

1. Your regular FTE hours
2. Incentive Pay/CNI
3. Differentials such as Preceptor, Charge RN, etc.
4. Hours requested over the Comp Bank maximum limit

Q: How do you convert hours worked into your Comp Bank?

A: You can convert this time directly on **Kronos** (except convert straight rate hours to comp bank). Follow the steps in the link below.

www.tinyurl.com/yn4bu7pk



Q: How do those hours convert?

A: The hours convert as they would be paid for them. For example if you are working over FTE but not OT, then it would be 1:1. If you are working OT, then they would be converted at 1 hour worked to 1.5 hours in bank. If you are working a holiday and converting the premium portion, they would be converted as 1 hour worked to $\frac{1}{2}$ hour in bank.

Q: How many hours can you convert/keep in your comp bank?

A: 56 hours

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GRIEVANCE COMMITTEE (CONTRACT CORNER)

Q: How can compensatory hours be used?

A: Nurses may use comp hours for any allowable time off, including unscheduled absences, which means you can use for vacation, sick time, wellness day, to fill your time card when you are canceled/curtailed (Article 7.12).

Q: Who is a regular employee?

A: See **Article 5.1 Regular Employee**. An employee who has completed the trial service period and is regularly scheduled in an established position, either for forty (40) hours per week as a full-time employee, or for less than forty (40) but at least an average of four (4) hours per week (0.1 FTE) as a part-time employee. Also referred to as “regular nurse” in this Agreement



UPCOMING IMPORTANT ONA/ AURN DATES

**OCTOBER 22:
MONTHLY STAFFING
FORUM**



www.tinyurl.com/yhs6addm

**OCTOBER 23:
ONA BOARD OF
DIRECTORS MEETING**



**REGISTER
NOW**

www.tinyurl.com/y78wx6ed

