

CHO Vacation MOU Proposal November 2022

- There will currently be two vacation pods, divided as equally as possible based on total accrued vacation hours. Currently divided as follows:
 - EP/Tualatin/Beaverton in one pod.
 - Gresham/NW in a second Pod.
- Triage/OLC and Nurse Navigators are separate from this Pod system.
- As staffing levels change, UBNPC may change pod configuration and number of pods to assure equitable division of pods. This will be reviewed annually prior to the renewal of the MOU.
- The hours of vacation available to each pod will be based on the pod's allotment hours.
- Available vacation hours given to each pod will be calculated by management prior to each block, hours available should not be less than a pod's accrued hours.
- If one pod does not use their available vacation hours, the hours will be made available to the other pod(s).
- There will be an inter-pod courtesy calendar kept on Teams that nurses are encouraged to use to coordinate vacations.
- Nurses will submit their vacation requests in Kronos. They can put comments in such as first and second choice.
- In each pod, vacations will be granted in order of seniority up to the individual nurse's accrued hours. Nurses may use supersede and special circumstance as per contract.
- Out of block request will be granted per contract and are not part of the pod system.
- Preview of excel spread sheet that includes hire date, seniority, annual allotment hours available and used for every FTE RN will be made available to all nurses prior to each vacation block.

Regina Lagging

Director, Labor Relations OHSU

12/21/22

Amber Cooper 12/21/22

AMBER COOPER

AURN-ONA

Frequently asked questions

How are allotment hours calculated? From the current OHSU / ONA Contract:

13.5.1 Annual allotment. First priority for scheduling vacation requests shall be given to employees who have requested time off in amounts that do not exceed their cumulative annual allotment. It is the obligation of the Employer to provide employees with the opportunity to take their annual allotment. Annual allotments are as follows for full-time employees (prorated based on FTE status for part-time employees):

Years of Service	Annual Allotment
0 months through 5 th year	192 hours
After 5 th year through 10 th year	216 hours
After 10 th year through 15 th year	240 hours
After 15 th year through 20 th year	264 hours
After 20 th year	288 hours

Please note that when discussing pod “size” we are discussing size based on allotment hours.

What allotment hours were used to figure the proposed pods:

Pods	Yearly allotment hours	Percent of total
Beaverton	1432	16.66%
Tualatin	1779	20.70%
EP	1265	14.72%
BVT/Tualatin/EP Pod	4476	52.08%
NW	1942	22.59%
GR	2176	25.32%
NW/GR Pod	4118	47.91%
CHO Total	8594	100%

Why did the pods change from 3 pods to 2 pods? The current allotment hours of the clinics did not allow for any configuration to achieve 3 fairly equally sized pods. The vacation MOU committee spent long hours trying to make 3 pods work.

How many nurses will be able to be off each day? The short answer is mostly 1 to 2 nurses. The long answer is that currently 2 fulltime FTE nurses in each pod will be able to take the entire week off. In addition, each pod will most likely get another 1 or 2 days per week when another nurse can be off. This will be determined by leadership prior to each block and will be based on the total allotment hours of the individual pods. This might be slightly different for each pod depending on the total allotment hours in each of the pods but will currently not be less than 2 fulltime nurses getting the week off.

In addition, if one pod does not use their vacation hours these will be made available to the other pod.

And after closing of the block, out of block days will also be made available.

How is this MOU proposal different from the last MOU?

- The last MOU was based on 1 RN off each day in each of the 3 pods. An additional 0-2 nurse off per day was awarded by seniority across all sites This worked well when the pods were equal sized but became more unequitable as the pods changed and when triage/olc were pulled into their own pod.
- The last MOU did not adjust for changes in the size of pod and for some pods 1 RN off per day did not cover the daily allotment hours that the pod was earning. The current MOU requires that the allotment hours be reviewed prior to each block and that vacation made available to that pod will not be less than the allotment hours.

I can never get prime time like spring break off. Will the new MOU help? Unfortunately, no. Both the contract and the pod system are based on awarding vacation by seniority. This is true whether we use the pod system or go back to contract. Supersede and special circumstances are available per contract. Management encourages staff to apply for all dates they want.

The BVT/EP/Tual pod is slightly bigger and has more FTE. How is this fair? The vacation that is made available to the BVT/EP/Tual pod will be based on the higher allotment hours in the pod.

In the past I was part of a pod that had very high seniority which seemed unfair. Does the new pod system take this into consideration? Yes:

- Allotment hours are calculated based on years of service with more senior nurses earning more allotment hours. This equates to more vacation made available.
- The MOU subcommittee also analyzed each of the proposed pods based on total number of nurses in each pod and amount of FTE in each level of seniority (combined all over 10 years for simplicity) and came up with the following numbers:

Pod	Number of nurses	Number of Nurse adjust for FTE	Years of Service	Allotment hours
Gresham NW Pod	7	6.76	0 to 5 years	1298
	7	5.385	>5 to 10 years	1163
	9	6.63	>10+	1657
Gresham NW totals	23	18.77		4118

EP BVT Tual	7	6.51	0 to 5 years	1250
	9	7.64	>5 to 10 years	1650
	8	6.13	>10+	1576
EP BVT Tual Totals	24	20.28		4476