Safety & Economic Proposals

In our last day for exchanging initial proposals, our ONA/AURN bargaining team proposed bold language for nurse and patient safety, higher differentials for Resource Nurses, changing hours for Night Shift differential from starting at 11 p.m. to 7 p.m., a higher PANDA Transport allowance, across the board raises for the next three years, and others to be highlighted below.

“Over 600 health care workers have died from contracting COVID-19. It is imperative that all medical professionals continue to be provided with adequate PPE.

We cannot serve our patients needs if we end up becoming a patient.”
–David Ludeman, RN 14C

Economics

Our ONA/AURN bargaining team proposed increases in pay and benefits for better recruitment and retention of top tier nurses. Despite OHSU not making the profits they intended to make so far this year, our bargaining team determined that they are still in a strong position to compensate nurses, especially now that we are on the front lines of a pandemic.

OHSU provides the highest quality of care, treats the highest acuity patients and has been far and away the most profitable hospital in the state of Oregon for several years – in the last three years OHSU made 388 million dollars in profits! Our nurses are central to the organization’s success: OHSU has the highest acuity patients, with a 13 percent higher case mix index then the second highest acuity hospital in the region, and had an eight percent increase in overall patient acuity since 2017.

Highlights of our team’s economic proposals include:

♦ Across the board pay increases of four percent this year, six percent in 2021, and six percent in 2022.
♦ Night shift differential starts a 7 p.m. (currently 11 p.m.).
♦ Resource nurses who work over 40 hours receive five percent differential (currently three percent); if they work over 50 hours: 10 percent (currently five percent); if they work over 60 hours: 15 percent (currently 15 percent).
♦ PANDA Transport Allowance increase from $65 to $130.
♦ Float differential for ALL float hours, and include outpatient areas.
♦ Critical Need Incentive half the regular rate of pay (currently $14).
♦ Charge nurse — with the addition of Team Lead for outpatient facilities — differentials: $4 (currently $3.50).

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Contract Action Team (CAT) Meetings

Meetings every other Thursday at 5 p.m. and 8 p.m.!

Union members win stronger contracts because of the power of our collective voice. Our bargaining team’s power comes from us—the nurses at OHSU—and our readiness to take action. That’s why our CAT is so important.

This is a great way to (virtually) connect with your fellow nurses, find out more about bargaining, and make plans to expand and show your unity!

The next two are scheduled for 7/16 and 7/30.

To join the meetings on July 16, use the links below:

5 p.m. Meeting: https://us02web.zoom.us/j/88995167808
8 p.m. Meeting: https://us02web.zoom.us/j/82904414075

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Economics (continued from page 1)

- Evening shift differential: $3.40 (currently $2.50).
- Night shift differential: $7 (currently $6).

We are encouraged that OHSU did not propose take backs, like PTO, and we are reviewing their retirement and benefits proposals. Stay tuned!

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Health and Safety

Our team also proposed new language for the contract and a Memorandum of Understanding (MOU).

Highlights of contract proposals include:

- Proper supplies and protocols to prevent needle sticks.
- Competent and properly trained non-nursing staff for patient and guest searches. Too often it falls on nurses to do this now.
- Zero tolerance for patient illicit drug use.
- A workplace free from physical or verbal violence or exposure to inappropriate sexual behavior; nurses more empowered to refuse to work under such conditions.
- Trained mediation de-escalations staff.
- Paid administrative leave for hours missed because of a determination by Occupational Health.

- New language for better preparedness for emergencies, pandemics and disasters.
- Regular reviews of Personal Protective Equipment (PPE).

Our proposed MOU is for a Harm Reduction model with nurses taking the lead. Including:

- A new specialized patient care unit focused on harm reduction strategies, with a physical design that protects the safety of patients, nurses, staff, and guests, including but not limited to locking cabinets in patient rooms, secure entry doors to unit, guest check-in area, etc.
- A Specialized Harm Reduction Taskforce of ONA designated nurses and management, which will determine the design of the specialized unit as well as paid training and education for staff.