Counterproposals Exchanged

Only a few days left to take the mid-bargaining survey!

In our second to last bargaining session before the contract expires, our ONA/AURN bargaining team and OHSU exchanged a number of counterproposals and came to some agreements.

In order to get some movement on financials, our bargaining team gave OHSU a counterproposal for across-the-board raises, taking a half a percent off each year:

- 7/1/2020: 3½%
- 7/1/2021: 5½%
- 7/1/2022: 5½%

However, OHSU said they refuse to respond without seeing all of our counterproposals.

Our team rejected language forcing new employees to make irrevocable retirement decisions within three months (currently six) even though it will take longer to begin (Article 17).

Our team also countered with a rejection of limitations to union representation to just current facilities (Article 1), better language for New Employee Orientations (Article 2), improved Unit Based Nurse Practice Committee (Article 27) and Employee Benefits Council language (Appendix B).

Here are a few things to know about the importance of our contract’s expiration:

- OHSU member surveys specified our priorities including fair raises, health, safety, nurse staffing, and others, and our bargaining team is committed to staying at the table until we win significant improvements toward those priorities.
- All of our contractual protections remain in place, which means rates of pay, health benefits, and job protections stay the same until we reach a new contract agreement.
- Expiration does NOT mean a strike is imminent. It could be an option down the road if we remain far apart and exhaust all other options of showing unity (picketing, rallying, going to elected leaders, etc.).
- OHSU could seek to impose a contract that lacks our key priorities, which means it’s more important than ever to stay unified to show we are not willing to accept an agreement that falls short of our and our community’s interests.

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We reached agreements with management:

- When an educational differential is approved for an individual nurse, it will be effective the first full payroll period after submission (Article 8).
- Nurses who take a new position may use full seniority for vacations when the vacation occurs after the trial transfer period (Article 18).
- Dues language that reflect with current laws (Article 1).
- Nurses assigned on-call and required to respond to work-related telephone calls or "texts" as part of their responsibilities shall be compensated at 1 ½ times their straight rate of pay (Article 9).

Mid-Bargaining Survey

Have you taken the brief mid-bargaining survey yet?

Much has evolved since our union conducted its initial survey of our members. The outbreak of a global pandemic, its impact on patient and nurse safety, and changes to our overall economy have led our bargaining team to seek further feedback from ONA/AURN members. As a result, we are conducting an additional survey of our major bargaining priorities as we continue contract negotiations.

This survey is to clarify some of the issues like safety, staffing, wages and issues our ONA/AURN team would like more clarity on members' priorities. On many other issues our co-worker's priorities are already very clear. The survey closes 12 p.m. Tuesday, Aug. 25.

Click here or go to: www.surveymonkey.com/r/2020AURN-BARGSVY

PANDEMIC OR UNEMPLOYMENT ASSISTANCE

Lost Hours?
Nurses across the country are losing hours due to COVID-19. We led the nation by winning critical COVID-19 contract protections including 80 hours of sick leave and administrative pay. However, Providence has let those protections expire.

We are fighting to win back key COVID-19 provisions for nurses at the bargaining table but we are also exploring new options to support you, including encouraging nurses to apply for unemployment benefits or pandemic unemployment assistance.

If you’re being low censused you may qualify for either benefit.

Unemployment Benefits
If you are losing hours and worked at least 500 hours last year OR earned more than $1,000 last year and worked throughout the year, you may be eligible for unemployment benefits.

For most nurses, if you were paid less than $648 in a week, you’re likely eligible. Note: Unemployment is not a substitute for paid leave. If you used paid leave to fill in for hours you would normally be working, unemployment benefits will not cover those hours.

Benefits range from $151/week to $648/week per person. Individuals are eligible to receive 1.25 percent of your yearly earnings per week.


Pandemic Unemployment Assistance
Even if you don’t qualify for regular unemployment benefits, people out of work due to COVID-19 are eligible for pandemic assistance.

Assistance ranges from $205/week to $648/week. You can receive 1.25 percent of your yearly earnings per week.

How Do I Apply? Apply for pandemic unemployment assistance click here, or go to: https://govstatus.egov.com/PUA

Please note that this is not legal advice. This summary is based on our understanding of Employment Department rules. If you have a legal question, you should speak with an attorney. ONA members receive a free half-hour consultation with a local law firm as a member benefit. Contact information is available at the ONA website. www.oregonrn.org/485.