OHSU Shows No Significant Movement in Negotiations!

Nurses Plan for Unity Break September 30!

OHSU has told us they wish to reach a quick settlement, but after receiving their latest response to our staffing proposals and NO response to our significant movement on financials, it’s become evident that OHSU does not want to address nurses’ priorities.

Our bargaining team has made it clear they speak for all OHSU nurses when they prioritize annual raises, health and safety protections, minimum nurse staffing, Black Lives Matter, and higher certification pay. But it seems OHSU has not received that message. In order to make sure OHSU Administration hears us, our ONA/AURN bargaining team will work with our contract action team (CAT) to plan new strategies and next steps.

What’s at Stake?

OHSU is the most profitable hospital in Oregon because of our hard work for our patients. We put our health and safety at risk every day — even when there isn’t a pandemic and hazardous smoke in the air.

♦ Annual Raises: OHSU is still proposing 0 percent for the first year! And only 4.5 percent for the life of the contract. This will not help retain and recruit great nurses.

♦ Health and Safety: OHSU refused to move to paid admin leave for quarantined workers forced to miss work by occupational health.

♦ Safe Nurse Staffing: OHSU refuses to commit to nurse staffing levels and other staffing protections. OHSU claims minimum nurse staffing levels

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can vary and believes there is no defined limit to the number of patients per nursing assignment. OHSU also contends that break coverage is sufficient.

- **Black Lives Matter:** Our proposal centers Black lives and supports nursing anti-racism work, education, action, affirmation, and solidarity. OHSU responded with a proposal to put their anti-racism disciplinary action in the contract while ignoring education that can create real change. We 100 percent support a zero-tolerance policy toward acts of racism, but this was not the spirit of our BLM proposal. Addressing structural racism must be inclusive and not just involving leadership of an organization but a shared responsibility and more education—not punitive approaches—should be the priority for frontline workers.

- **Certification Pay:** OHSU nurses get half the amount per year of Providence hospitals.

### Agreements Reached

We did reach a number of tentative agreements on various issues. Substantive agreements include:

- **New Employee Orientation:** OHSU will give reasonable notice of locations and provide lists of newly hired employees, including contact information, even if the orientation cannot occur.

- Reference to Title IX of the Civil Rights Act in non-discrimination section

- Exit interviews may be in survey form, and nurses changing departments can also request exit interviews

- Nurses who request rest period following being on call must receive confirmation from OHSU.

- Benefits for the life of the Contract: Nurses enrolled in PPO will have their benefit Dollars based on the PPO rate. In 2022 if a nurse is enrolled in the EPO plan their benefit dollars will be based on the EPO rate.

- UPP language in Memorandum of Understanding (MOU) #6 moved into the contract

- Alternative process for change in FTE status from MOU #12

- The PNCC can reallocate unexpended staff development funds to nurses who made requests

- In the event of a tied vote in the Employee Benefits Council, ONA can send position statement to the OHSU President who will make final decision.

- Nurses can elevate delays or denials to out-of-block vacation requests to director or their designee (other than the person who denied the request)