OHSU Management Refuses to Bargain, Demanding Illegal MOU

We are angered and disappointed to report that on Friday, Oct. 22, management once again walked away from negotiations with AURN and chose to not meet the needs of nurses. As a union, we are standing up for core issues, while management has refused to reach an agreement to improve retention, respite, redeployments, and the mental health of nurses. Now more than ever, we need management to take serious action to address the crisis nurses are facing, but management has refused. All AURN members are asked to take part in upcoming actions to stand together and demand management do the right thing!

Particularly offensive was management's refusal to agree to a retention bonus that doesn't violate the Oregon Paid Sick Leave Law. Management's last proposal would be in violation of the law. Our AURN elected leaders fundamentally could not agree to an attendance-based bonus that retaliates against nurses who take sick leave protected under the Oregon Sick Leave Law. Management wants to take a $5000 Fall bonus away if a nurse misses even a single day of work and cannot see a provider to obtain a doctor's note. The Oregon Paid Sick Leave Law was passed by unions like ONA who knew employers would act exactly like this. The law specifically does not allow employers to ask for a doctor's note unless you are sick more than 3 days, have a suspicious pattern of absences, or specific evidence of sick leave fraud. Outside of that, an employer may not ask for a doctor's note. The law does not allow employers to retaliate and deny bonuses or other compensation for utilizing this protected leave.
After a morally and physically exhausting 20 months of this pandemic, we cannot allow management to retaliate against nurses, and are standing together with nurses across the hospital to demand a basic level of respect and recognition for our sacrifices to keep this hospital running. Management's refusal is morally reprehensible. We demand that management come back to the table and reach a fair agreement that includes a Recognition Bonus that does not punish people for utilizing protected sick time.

The OHSU Board of Directors approved 10 million dollars to provide $5,000 bonuses to members of management with no strings attached, but now refuses to provide the same to the nurses who keep the hospital running. The OHSU Board of Directors is at very real risk of not retaining nurses, if they do not act now to guide their management team to reach a fair agreement. And while management refuses recognition bonuses to nurses, they are providing some of the highest traveler compensation in the entire country. Valuing temporary staff over loyal permanent staff is both short-sited and disrespectful. We know that the staffing crisis requires competing for Travelers, but we also know that retention of current staff is even more important.

We, the leaders and members of AURN are standing together to demand OHSU do the right thing.

Here is a summary of the full timeline of our fall Memorandum of Understanding negotiations:

Timeline:

- 9/2 We gave our 30-day notice to terminate the Redeployment MOU and Covid 19 MOU and the need to negotiate fall incentives
- 9/2-10/5 management ignored and delays meeting, we provide our survey results and goals
- 10/6 & 10/7 met and exchanged proposals
- 10/8 management walks out of negotiations after only giving a single proposal
- 10/13 After major pressure management was forced backed to the bargaining table for an open discussion
- 10/14 management provided a counter
- 10/15 we met and AURN presented a counter
- 10/18 management provided a counter that was in violation of the Oregon Paid Sick Leave Law
- 10/19 AURN provided a counter demanding we not violate the Oregon Paid Sick Leave Law
- 10/22 management refused and notified us they could not reach an agreement and provided no counter

Additionally, we ask that all nurses who no longer want to be redeployed please notify your managers in writing and notify an AURN-ONA representative.

Finally, we are investigating potential unfair labor practices that management has committed. If management approaches you to seek information about what nurses want for retention or incentives, please direct them to take part in the negotiations as required under the law, direct dealing is both unethical and illegal.

Sign up to be an AURN Unit Representative!

We are building a very strong group of Unit Representatives for the entire hospital. Please take the time to talk with your coworkers and select unit reps for every shift on every unit. AURN Unit Representatives should fill out a consent to serve linked below.

- Complete an AURN consent to serve form here
Watch for next steps!

Please watch for updates on workplace actions as we take steps to stand together for nurses and hold management accountable. Early this week we'll be asking all OHSU nurses to take part in actions and show management what this means to all of us.

If you have any questions, please contact your ONA labor representative, executive team leaders or unit rep.