2023 AURN Bargaining Platform and Survey Results

January 11, 2023
Negotiations 2023: 3000 nurses strong, standing together for a fair contract!
AURN 2023 Bargaining Platform:

I. Staffing

II. Workplace Safety

III. Retention and Recruitment

IV. Justice, Equity, Diversity, and Inclusion

V. Moral Injury
AURN Bargaining Survey Results
Survey Methods

✓ Vast majority of AURN nurses completed the AURN survey. More than any other survey before.

✓ Survey respondents were all verified as AURN nurses and duplicates/errors removed. Union members and non-members could take the survey.
Survey Methods

✓ Notice & reminders went out via email, text message, unit reps, bulletin boards, website, social media, department meetings, rounding, etc.

✓ We completed collecting survey results on December 4th after a deadline extension to be as inclusive as possible for those dealing with the fall surge

✓ Respondents were representative across all demographics: years of service, units/clusters across hospital, age, racial background, shift, etc.
Survey Results

More nurses than ever before filled out our bargaining survey! We are sharing these results to make sure nurses’ voices are heard.

- 88% of nurses reported that their workloads have increased over the last two years and 86% reported that their patients are more acute.

- 31% of nurses reported that over the past year only sometimes were they able to meet the care needs of their patients.

- 72% reported feeling pressure at work to do something that might put their nursing license at risk.

- 69% of nurses reported feeling “that your license as an RN has been jeopardized due to insufficient nurse staffing on your unit.”

- 99% of nurses agree that OHSU Administration could save more money and better serve patients if they listened to nurses.
Survey Results

Moral Injury and Mental Health

72% of nurses reported experiencing moral injury while working at OHSU during the pandemic. [defined as: “moral injury arises when one knows the right thing to do, but institutional constraints make it nearly impossible to pursue the right course of action.”]

In the past 60 days nurses reported feeling the following:
- 81% overwhelmed
- 76% physically exhausted
- 87% mentally exhausted
- 49% things that nurses previously found rewarding in their job are no longer rewarding
- 43% felt like they would cry at work
- 42% been asked to take on more than they feel they can handle
- 32% unsupported by their manager
- 60% unsupported by top hospital administrators
- 51% desire to leave their job at this hospital
- 40% desire to leave the profession of nursing

- 84% of nurses report that OHSU is poorly or very poorly addressing the mental health of nurses

Also from Pulse Survey Report-Wave 6. 5/25-6/3/22. “The Mayo Wellbeing Index, which identifies respondents at risk for burnout, depression, suicidal ideation…78% of nurses presented as high risk.”
Survey Results

Retention

• 27% of nurses reported being unsatisfied or very unsatisfied working at OHSU.

• 19% of nurses reported plans to leave OHSU in the next two years. Another 13% in the next four years. This could mean replacing 1/3 of our nurses in the next four years, in addition to all those that have already left.

• 51.18% of nurses report that OHSU has treated its employees “poorly” or “very poorly” during the pandemic.

• The majority of nurses that are considering leaving OHSU are planning to leave to work as a nurse somewhere else in the local area.
Survey Results

Compensation

• Nurses asked for higher wage increases than ever before.

• 96% of nurses want a cost-of-living increase that accounts for recent inflation.

• Nearly 70% of nurses felt very strongly that night shift differential must be increased.

• 75% felt very strongly that CNI needs to be increased.

• Only 16% of nurses feel they were properly compensated for their contributions during the pandemic.
Survey Results

Staffing

• 84% of nurses reported not consistently getting their meals and breaks

• 60% reported not consistently getting their lunch breaks. It used to be common for nearly all nurses to get lunch, but not all getting their breaks, this has gotten worse.

• Only 37% of nurses reported there being a plan for meal and break coverage.

• Only 34% reported that their patients are always properly cared for (charting, meds, assessments, etc.) when they are on break.

• 56% of nurses reported that filing staffing variances never or rarely is effective to resolve problems. (15% thought they were sometimes effective, 28% didn’t know, only 1% thought they were always effective)
Survey Results

Justice, Equity, Diversity, and Inclusion

• 67% of nurses did not think that their employer takes action to address **sexual harassment** in their workplace

• 68% of nurses did not think that their employer takes action to address **racism** in their workplace

Of those nurses who have tried to get concerns addressed:

• 36% reported managers did not resolve things
• 49% reported AAEO did not resolve things
• 65% reported Directors did not resolve things
• 67% reported HR did not resolve things
2023 AURN Bargaining Platform
These are the priorities AURN Nurses have clearly stated we all stand behind.

We have a responsibility to make our workplace better in these areas.

At OHSU we must do better.
• AURN-ONA is the voice of nurses at OHSU.
• We are a democratically run union made up of elected nurse leaders.
• We have hundreds of AURN Unit Representatives and Contract Action Team members spread across the entire hospital.
• Our voices, knowledge, and expertise about our workplace needs to be respected.
AURN 2023 Bargaining Platform:

I. Staffing
II. Workplace Safety
III. Retention and Recruitment
IV. Justice, Equity, Diversity, and Inclusion
V. Moral Injury
• 3 years of untenable conditions.
• Permanent solutions, not band aids.
• Crisis Standards of Care.
• Repeated staffing grievances and intentional violation of the law show disrespect to us & our agreement.
• When management values travelers over OHSU staff, it destroys cohesion, retention, and quality of care.
• We’re fighting for our patients.
WORKPLACE SAFETY

• Patient safety
• Staff safety
• Environmental safety
• Preparedness & Training
RETENTION & RECRUITMENT

• From when the pandemic began, failure to take real action to retain our nurses.
• Short sighted investment in travelers without long term action to retain our own staff.
• Management not respecting current staff’s needs.
• OHSU’s future growth is in jeopardy.

• In April 1/10 of nurses were travelers & 1/4 of Critical Care & 1/2 of ED.
JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

- Institutional efforts have been too little, too late
- Superficial actions, rather than real action
- AAEO's absolute failures. 1-2 year backlog of complaints
- Nurses end up leaving than wait for action
- Millions spent on Covington Report, while continuing to fail our community
- Lack of Mental Health providers

- The Mayo Wellbeing Index, which identifies respondents at risk for burnout, depression, suicidal ideation...78% of nurses presented as high risk.
MORAL INJURY

- Nurses are set up to fail
- We experience moral injury due to institutional failure
- Compounded by lack of follow-through on reporting
- Higher acuity without additional resources
- Lack of support from management harms nurses
- Lack of meals and breaks
It’s time for change at OHSU.

- Safety for our patients, means safety for nurses.
- Without proper staffing, we cannot properly retain or recruit, and the nursing crisis will continue.
- We must halt moral injury; we must restore trust and collaboration.
- We cannot reach an agreement without justice, equity, diversity, and inclusion.
- We need respect and to be heard. And we need a new agreement that truly rises to the challenges we face.