ARTICLE 27 – COMMITTEES

27.1 AURN/Management Cooperative Committee. The mission of this cooperative body is to resolve issues of concern to both parties in a timely manner and to avert grievances. In no event will the committee engage in negotiations or reinterpretation of the contract beyond consulting materials generated during bargaining.

In addition, the Association and the Employer recognize that changes in the health care delivery system have and will continue to occur, while recognizing the common goal of providing safe patient quality care. The parties also recognize that registered nurses have a right and responsibility to participate in decisions affecting delivery of nursing care. Both parties have a mutual interest in developing delivery systems which will provide quality care on a cost-efficient basis which recognizes the legal and regulatory accountability of the registered nurse. After reaching agreement on a successor CBA, the parties shall jointly review education about the successor CBA, memorandums of understanding, and relevant hospital policies for employees of both parties who assist with the administration of the collective bargaining agreement (CBA).

27.1.1 It is recognized that a resolution of issues in a timely manner is in the best interests of both parties. Therefore, the introduction of a new issue shall include agreement upon the appropriate time frame for the collection of data and resolution of the issue.

27.1.2 The committee will consist of seven (7) members chosen by AURN and seven (7) members chosen by the Employer. The committee will meet as necessary, but at least monthly. The members will be paid at a straight rate of pay for their participation in the meetings. Management will make
reasonable efforts to accommodate the employee’s attendance at these meetings.

27.1.3 Agendas will be developed jointly, and distributed at least three (3) business days before the meeting. Time for agenda items shall be determined jointly. The chair for the meeting shall rotate between the AURN Chairperson and the Chief Nursing Executive. The minutes will be written and jointly approved prior to distribution. The Employer will distribute the minutes to the University Health System (UHS) Board and to nursing employees by making them available on the Nursing Portal.

27.1.4 The committee shall maintain its role regarding the removal or transfer of functions outside of the bargaining unit as set forth in Section 6.15.

27.1.5 The Employer shall provide a semi-annual report to the AURN/Management Cooperative Committee, which will review the report and make recommendations for retention and recruiting strategies and evaluate the effectiveness of their implementation. The AURN/Management Cooperative Committee will also regularly review PPE and emergency preparedness.

27.2 Unit Based Nursing Practice Committees. Each unit is responsible for developing a Unit Based Nursing Practice Committee (UBNPC) which shall consist of staff nurses and management representatives. Staff nurse representatives shall be 10% of the unit up to 10 representatives, no less than 3 total, and shall be selected by nurses on the unit in accordance with the unit’s UBNPC charter. For a quorum to exist, the number of staff nurse representatives present must be at least one more than the number of management representatives present. For a UBNPC that lacks at least 3
nurses and/or is not meeting on a regular basis, the employer will ensure an announcement to nurses on such units at least quarterly encouraging UBNPC involvement until enough members are recruited.

27.2.1 Role of UBNPC. The UBNPC is the foundation for shared governance at the unit level. Its structure provides for the involvement of the UBNPC in local decision making by creating an environment that enhances the flow of information to and feedback from every nurse. Each patient care area should be represented by a UBNPC, provided that ambulatory care areas, small nursing units, and non-traditional areas may define “unit” for purposes of this article only.

27.2.2 Recommendations, functions and authority. The UBNPC is responsible for making recommendations and performing functions that advance the delivery of professional nursing at OHSU, in accordance with the Nursing Shared Governance Model and that model's Professional Nursing Organization Bylaws as may be amended from time to time, including but not limited to:

a. Unit goals related to nurse-sensitive outcomes, patient experience, and nursing practice engagement, and patient experience and outcomes.

b. The development, implementation, monitoring, evaluation and modification of the unit staffing plan. The unit manager will collaborate with the UBNPC in these processes throughout the year. The UBNPC will assure that any contemplated changes to the unit staffing plan will be communicated to all staff nurses on the unit followed by a reasonable period for input and recommendations prior to finalizing the plan. The UBNPC, at its discretion, may conduct an advisory non-binding vote of the
bargaining unit nurses on the unit to gauge support for the plan changes, results of which shall be shared with the staff. On an annual basis and prior to the OHSU budget cycle, UBNPC’s will submit a written unit specific staffing plan to the Hospital-Based Nurse Staffing Committee. UBNPC’s will, as needed, conduct a review of the staffing plan’s performance and make plan adjustments where appropriate following evidence-based data driven-practices and nationally recognized professional standards of nursing.

c. Current contract requirements.

d. Other tasks agreed to or assigned by the Employer, including the opportunity to provide recommendations on unit specific scheduling practices in accordance with Section 7.2.1.

e. In addition, to promote and offer safe spaces for dialogue among staff by supporting and facilitating professional development work related to race, gender, and other challenging topics, and for the active engagement of all in creating pathways to a work environment based on equity, inclusion, freedom, and justice for all people.

Decisions/recommendations made by a UBNPC must be in compliance with the current contract, statutory regulations, and hospital policy and procedure. A UBNPC member may request a unit wide vote of all nurses on any issue, which is advisory and shall guide UBNPC members’ decision making. If such a vote is requested, the UBNPC shall schedule a meeting to discuss the vote, and UBNPC members shall engage with unit RNs. All clinical decisions
relative to nursing practice remain the province of the staff nurse, operating under accepted standards of care and hospital policy and procedure. All unit based decisions that have a fiscal impact upon the Employer remain the province of the Employer, provided that this clause shall be interpreted and operationalized in a manner that is consistent with Oregon’s nurse staffing law and the Collective Bargaining Agreement. It is the intention of the parties that managers will actively seek the input and recommendation of staff nurses on all fiscally based decisions.

27.2.3 Activities.

a. The parties agree to jointly develop an orientation program to clarify and promote UBNPC activity on the units, and will encourage nurses to attend UBNPC meetings.

b. Each unit will establish a charter that includes a process for selecting members who will represent all nursing staff and that contains parameters for length of membership, rotation of members, and a decision making process. A staff nurse will serve as the chair at all UBNPC meetings.

c. Nursing staff members will have access and input to agendas and decisions. Availability of meeting minutes to all nursing staff is a requirement. UBNPC meetings will be open to all staff nurse members. Time and location will be posted.
d. Members will serve as an advisory board on all matters related to unit based nursing practice matters.

e. Issues which cannot be satisfactorily resolved at the UBNPC level may be forwarded to the Professional Nursing Care Committee (PNCC) for processing as provided under Section 27.4.2. The PNCC will review all such issues of concern and determine if further action is warranted. The PNCC may forward its review of the issue(s) together with its recommendation(s) for resolution in writing to the Chief Nurse Executive. A response from the Chief Nurse Executive will be provided within thirty (30) days of receipt of the recommendation(s).

**27.2.4 Paid time.** Each UBNPC member shall be paid for meetings and for relevant work done outside of meeting time that is preapproved by the member’s manager. The UBNPCs shall have a total of 125 additional hours to use toward the equity work referenced in 27.2.2.

### 27.3 Professional Nursing Care Committee

The Employer recognizes the Professional Nursing Care Committee (PNCC) as a resource to direct care nurses in OHSU’s hospital and clinics on matters related to patient care and professional development.

**27.3.1 Employer participation.** The PNCC may invite the Chief Nurse Executive or her/his designee to its meetings for the purpose of exchanging information or to provide the Employer with recommendations on pertinent issues that have not found avenues for resolution through the UBNPC’s or nursing councils. The Employer may request special meetings outside the regular PNCC
meeting time for further discussions. Meetings requested by the Employer shall be considered duty time.

27.3.2 Interaction with UBNPC’s. Unresolved issues may be elevated to the PNCC for review consistent with the provisions of Section 27.3.3(e). UBNPC’s may also seek advice from the PNCC to assist them in their structures and development. The PNCC, in collaboration with the director over professional practice, shall develop training for new UBNPC chairs or their designees annually. The training will be paid time for attendees and PNCC members conducting the training.

27.3.3 Interaction with Staffing Committee. The PNCC shall develop a process for selection of work with the elected staff nurse members to the Staffing Committee consistent with the Oregon Hospital Staffing Law ORS § 441.162. The PNCC shall provide continued oversight of the selection process of staff nurse members to the Staffing Committee. A PNCC member shall serve as a liaison to the Staffing Committee.

27.3.4 Role as advisory committee. The PNCC shall serve as an advisory committee for appointments of direct care staff to all nursing councils and committees, standing or ad hoc, that relate to nursing service or direct patient care. The Employer shall maintain a current list of councils and committees, including the names, titles and classifications of the members and provide access to the list on the Nursing Portal. The chairs of these councils/committees shall notify the PNCC of all direct care RN vacancies within a reasonable time after the committee is aware of the vacancies. The PNCC will establish a list of RN candidates from the bargaining unit, from which the
Employer may make appointments to new committees or to fill vacancies on existing committees. When a vacancy on a committee or council occurs, the vacancy will be publicized to all AURN nurses to solicit involvement and to fill vacancies on existing committees. The PNCC will supply the Employer with the candidate list once it has been publicized for all to show interest and commit to filling the seat, from which the Employer will make appointments to new committees or to fill vacancies on existing committees. In addition, the PNCC chair shall serve on the Strategic Council.

27.3.5 **Education funds and certification list.** The PNCC shall monitor the distribution of staff development funds as described in Section 21.4. It is also responsible for maintaining and updating the national certification listing to inform staff of eligible certifications for the annual certification bonus and reimbursement of costs as described in Section 21.6.

27.3.6 **Committee members.** The PNCC shall be composed of seven (76) nurses employed by the Employer and covered by this Agreement. Nurses shall elect the PNCC members annually, with members serving a two-year term as outlined in the AURN bylaws. The Employer shall provide four hundred (400) paid hours in the aggregate per fiscal year for PNCC members to attend to PNCC responsibilities described herein. The hours shall be paid at each nurse’s straight time rate and will not be used in the calculation of overtime. The Employer will also assign administrative personnel for up to forty (40) hours per year to support the activities of the PNCC. The Employer will make a good faith effort to release PNCC members who assist with UBNPC workshops to attend those workshops.
27.3.7 **Meeting minutes.** The PNCC shall keep minutes and shall provide a copy of minutes to the Chief Nurse Executive within thirty (30) days of their approval by the PNCC. The minutes shall be made available to nurses on the Nursing Portal.

27.4 **Attendance at Committee Meetings.** Nurses will seek to obtain from their manager, as far in advance as possible, scheduled non-productive time for attendance at committee meetings covered in this Agreement. Members of management will undertake reasonable efforts in assisting the nurse to obtain and in granting the requested time off. If a nurse arranges for coverage by a qualified nurse which does not lead to overtime or premium pay, the coverage will be approved.

27.5 **Justice, Equity, Diversity and Inclusion (JEDI) Grant Committee.** In order to achieve meaningful systemic changes and assist OHSU in achieving its fourth mission of becoming a truly anti-racist and multicultural institution, a standing committee shall be formed to administer a JEDI block grant of working hours dedicated to JEDI projects.

27.5.1 **Block Grants and Project Administration.** The employer shall provide 0.08 hours per Association Nurse to be administered by this committee in the form of block grants distributed each fiscal year. Hours not used shall rollover to the following year. RNs covered by this agreement shall submit project proposals to this committee each year. Projects shall focus on research, materials, policy proposals, changes and implementation dedicated to issues of Justice, Equity, Diversity and Inclusion within OHSU and the greater Portland community. The JEDI committee will review projects prior to the end of the fiscal year for distribution the following year. They will provide project feedback and allot.
requested hours according to the scope of the projects and hours availability or return projects with suggestions for alterations before approval. Nurses on the committee will also serve to advise and assist in implementation of JEDI projects throughout the life of projects.

27.5.2 Committee Members: The committee shall consist of seven (7) nurses determined by the Association and up to an equal number of management serving in a support capacity. The employer shall provide one hundred and ten (110) paid hours in the aggregate for bargaining unit nurses to attend to responsibilities described herein. Members shall be paid at their straight rate of pay and should be relieved from regular work duties with appropriate advance notice of committee meetings to their manager.