Our New Contract Goes into Effect
Monday, November 6

Due to the magnitude of changes that management needed to implement through Kronos and the other OHSU systems, we agreed that contract changes start Monday, Nov. 6. Unless otherwise specified within the contract or in the list below, anything in purple (including strike-through removals) will be implemented this coming Nov. 6. You can review the new contract here:

cdn.ymaws.com/www.oregonrn.org/resource/resmgr/ohsu/ohsu_2/ONA-OHSU-TA-Redline-2023-09-.pdf

Monday, Nov. 6, 2023:

New wages/pay:

• 15 percent raise
• New and increased differentials
• CNI language
• Increased bilingual pay bonus
• On-call pay increase and excessive call increase
• Vacation cash out increase
• Increases to medical benefit opt-out pay

Other contract improvements:

• Order of scheduling and cancellation updates
• Update to mandatory call units
• Timely investigations and grievance

process improvements

• Better union rights, representation, and non-discrimination language
• Improvements to position definition, job postings, job transfer times, and Transition to Practice (TTP)
• Improvements to Safety, Emergency Preparedness, and Modified Operations
• Updated Resource RN Article
• Protection from contracting out AURN work
• Improvements to unit based nurse practice council (UBNPC) rights and responsibilities
• Updates and improvements to leave language (vacation, holiday, wellness days, sick, bereavement, and others protected by law), including clarification that use of accruals counts toward FTE and MRS
• Increased representation on current committees and new committees
• New mental health language and suicide prevention
• New remote work article
• New home infusion memorandum of understanding (MOU)

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- New multi state licensure memorandum of understanding (MOU)
- New oncology float pool memorandum of understanding (MOU)
- New maternal newborn float pool memorandum of understanding (MOU)

By Wednesday, Dec. 6, 2023:
OHSU will provide training to nurses and nurse managers on the Oregon 2023 Hospital Staffing Law.

Friday, Dec. 8, 2023:
15 percent retro pay on all gross wages from July 3, 2023 through Nov. 5, 2023. For those who were on leave during that time frame, we anticipate retro pay no later than the Dec. 22 payday. Remember for unique leave circumstances you can reach out to laborrelations@ohsu.edu or AURNlaborrep@OregonRN.org.

Monday, Jan. 1, 2024:
Commitment to providing meal/rest/lactation breaks without increasing the patient assignment beyond minimum staffing levels. (see 28.5.1)

By Friday, Feb. 2, 2024:
Kronos upgrade to track overtime for those who have a mixture of shift lengths.

By Sunday, March 24, 2024:
If you were on an approved unpaid OFLA/ FMLA leave of absence, a payment equal to 15 percent less tax withholdings of what your FTE/ MRS pay would have been. Requests need to be submitted, when the nurse returns from leave but no later than March 24, 2024, to laborrelations@ohsu.edu.

Friday, April 5, 2024:
Earnings Statement Guide language goes into effect. (see 6.3.2)

By Saturday, June 1, 2024:
Compliance with legal staffing ratios. (see 28.4 and Minimum Safe Staffing Standards MOU)

Monday, July 1, 2024:
- The new 30 step wage scale that has year-for-year raises. (Appendix A, page 110) A joint communication about the new wage scale is coming soon!
- The new tiered call-pay structure of $8, $10, and $12. (see 10.3)

Wednesday, Jan. 1, 2025:
Certification pay goes to $2.50 per hour. (see 21.7)
RSV MOU Proposal Countered by AURN

Recently, management reached out to us to propose a temporary agreement for the pediatric and emergency departments for the anticipated RSV surge. After careful consideration and a review of staffing documents, we decided to counter their offer to include all departments. We have not heard from management yet, so no agreement has been made and this is not currently in effect as the previous MOU expired. See below our Winter Virus Surge MOU counterproposal.

“Working While on Vacation Incentive: This incentive applies to any nurse that accrues vacation. FTE nurses who have approved vacation scheduled during this designated time period (anytime during that work week Monday to Sunday) who agree to pick up a shift(s), will receive their normal vacation pay (for used accruals, which will count toward the nurse’s annual allotment), plus pay for hours worked (including any applicable premiums), plus a one-time, lump sum bonus of $100 for a minimum of 4 hours worked, $200 for a minimum of 8 hours worked, $250 for 10 hours worked, $300 for 12 hours worked, (Based on productive hours; excludes meal periods). This will only apply to any FTE nurse who has approved vacation and agrees to pick up shift(s) during the approved vacation week (Monday to Sunday)

Note: Accrual hours taken will count toward FTE for the purposes of being eligible for CNI. (see 10.11.1- Eligibility for CNI)

Night Shift Incentive:
I. Who is eligible: FTE or resource nurses working day shift willing to rotate to night shift and any night shift nurse willing to work additional qualifying night shifts above their FTE and above minimum required shifts volunteering and approved to work the designated night/evening shifts that would qualify for CNI.

II. Premium: FTE or resource nurses will receive a premium of $20/hour in addition to the applicable evening/night shift differential within those designated shifts.

III. Duration of Rotated Shift: FTE or resource nurses who work the day shift shall volunteer to work the night shifts one pay period at a time. Nurses may volunteer to work the night shift for longer than one pay period as long as approved by their manager.

Duration of Agreement. The Employer and Association are committed to the following agreement through January 28, 2024.”

AURN is Recruiting for Committees

Thank you to everyone who put in a consent to serve for one of the many committees we are recruiting for. We will be reviewing these soon and will either make appointments or have an election per our AURN Bylaws. If you are interested in serving on one of the committees below, please stay tuned for more information on how to apply.

- Cognitive Behavioral Care Committee
- Culture of Safety Committee
- Emergency Management Committee
- Quality Oversight Committee
- Safety Oversight Committee
- Workplace Violence Committee
- Workplace Injury Committee
- Trauma Informed Care Advisory Committee
- Restraint and Seclusion Best Practices Committee
- Professional Nursing Care Committee
- Impairment Free Task Force
- Grievance Committee
- AURN/ Management Cooperative Committee
- Hospital Wide Staffing Committee
- Justice, Equity, Diversity and Inclusion (JEDI) Grant Committee