Our AURN Board has been in negotiations with management over the last two days involving several major issues impacting our workplace including retention, respite leave, redeployments, and mental health of nurses.

We shared our recent survey data and opening proposals with all AURN members and management last week. In these negotiations, we are struggling with the disconnect between members of management and the real experiences of nurses at the bedside. Our AURN leaders are deeply disappointed with management's response thus far.

We notified management of our intent to terminate our previous Memorandums of Understandings (MOUs) around Redeployment and COVID-19, and replace them with one combined MOU to address many of the major issues facing our members. We notified management of this on Sept. 2 following the agreed timelines. We faced delays by management who did not meet with us to exchange proposals until yesterday Oct. 6. This was after we had given them a two-week extension, to continue redeployments as is, on the condition they would negotiate with us during those two weeks. We were deeply disappointed to not have this prioritized by management. Despite meeting Wednesday and Thursday, we have not yet reached an agreement. We are set to meet again today and will have another update afterward.

For now, we can report that our AURN leaders are standing strong behind the clear guidance from our members who very clearly provided us with the following priorities:

- **Mental health** of OHSU nurses has turned into a dire situation. Management must take serious action to commit more resources to the mental health of nurses immediately. A heartbreaking 92% of nurses reported experiencing mental exhaustion. Current resources are simply not enough.

- **Respite leave** must be made possible so that nurses can get vacation and sick time both approved and covered with real increases to the total number of nursing staff in each unit.

- **Redeployments** must have major changes. Nurses have been stretched beyond their limits and need more serious benefits and protections in place to trust that these redeployments are being utilized fairly, and for the right reasons.

- **Retention** of nurses has reached a crisis level. About 60% of OHSU nurses reported wanting to leave their job. Nurses must be provided Retention and Recognition Bonuses with no strings attached, just as managers were provided $5,000 bonuses with no strings attached. As we enter flu season and a projected spike in RSV cases, nurses must not feel pressure to come in when they or a family member might be sick. Our nurses cannot be taking up scarce clinic and urgent care space just to get a doctor's note so they will not lose their bonus. Additionally, prorated bonuses based on hours
worked must be for all nurses regardless of FTE or if you are a Resource Nurse. These nurses have been the ones to fill the holes to keep our units functioning. Our peers at OHSU Hillsboro were provided summer incentive bonuses for those of all FTE levels, there is no proper reason OHSU nurses elsewhere would be left out. All nurses at OHSU need to be recognized and properly compensated for all the sacrifices everyone has made while working at OHSU this year.

Our larger union, the Oregon Nurses Association, representing 15,000 nurses from across Oregon came together to hold a press conference yesterday to speak out publicly. They called on OHSU to do the right thing and asked the governor and Oregon Health Authority to get involved to address the staffing crisis, mental health, and respite needs of nurses across the entire state. The full press conference can be viewed here (https://youtu.be/oGrG1FnEepw) and news coverage here (https://www.koin.com/news/health/coronavirus/oregon-nurses-association-press-conference-staffing-issues-10072021/?fbclid=IwAR0nf4lcnBunRxpzwRcjMrBZh9-lwB1bFN6v3bTbKE1c0Yylz0OZmM7jc2c)

During the first year of the pandemic, when many other hospitals and companies went into the red, OHSU came out ahead making over 20 million dollars in revenue in 2020 to add to over one billion dollars in savings. OHSU can afford to think outside the box, fully address the nurse staffing crisis, and find a way to retain the nurses who keep this hospital running.

Sincerely,

Your AURN Board