OHSU Management Says No New Differentials for State of Emergency
Bargaining Update #2 - December 21, 2022

Our AURN bargaining team met with management today, December 21, for the second time. Overall, our team approached today speaking passionately about what nurses and our patients are facing during the State of Emergency and the bigger staffing crisis that has been building for years. The answer we received was that management would not be giving us a counter proposal on our proposed Flu/RSV/Covid Letter of Agreement (LOA). They are willing to extend our current agreement for CNI to remain at $46 per hour and for the Pediatric RSV incentives to stay in place through the end of March. They responded by saying that they do not intend to offer any additional incentives/differentials for nurses working during the Crisis Standards of Care, in which patient care resources are currently being rationed. Management claimed that RSV has peaked, the flu season will peak in a week, and there is not a market for additional staffing incentives for the State of Emergency.

This was particularly hard to hear, given that OHSU doubled its assets from 2 billion to 4 billion dollars during the pandemic. In addition, management would not consider our proposal that OHSU fully pays for the new Oregon Paid Family Leave Program. This will result in OHSU nurses paying around 2 million dollars total for the program and a cut in our paychecks by 0.6% beginning January 1, 2023. OHSU spent $11.3 million on travelers for just one month in February of this year but won’t spend 2 million for OHSU nurses to have fully paid family and medical leave. OHSU also refused to provide fully paid family and medical leave for AFSCME when our union colleagues proposed the new Oregon program be fully covered.

We let management know that we would seek feedback from all nurses. Please share your thoughts with your Contract Action Team (CAT) members who are assisting in gathering feedback. But most importantly, you can show management how important this is by making sure everyone on your unit, who is available, attends our January 11 in-person bargaining session in the Knight Cancer Center! Please help us pack the room!*

*AURN-ONA Bargaining Kickoff
Wednesday, January 11, 9:30 a.m.
Knight Cancer Center
2720 South Moody Ave., Portland
In addition to the discussion about the State of Emergency, our bargaining team moved forward in opening up negotiations on Articles 2, 19, and 22 of our collective bargaining agreement. Management presented a “housekeeping” proposal that went through small sections of a variety of articles throughout our contract. We reached an agreement on Ground Rules and three urgent LOAs detailed below. Seeing real progress made was encouraging to know that the collective bargaining process works!

**December 21 AURN Bargaining Session #2 Summary**

**Ground Rules Signed!**
We are happy to report that we reached an agreement on a set of ground rules for how these negotiations will take place. The agreement allows all members to observe negotiations and for transparency for AURN to share with our members what is happening in negotiations. We are in agreement with management that we are hopeful to have a productive and respectful space to negotiate the terms and conditions of our work.

**AURN Bargaining Team LOA Signed!**
We are pleased to report that we reached an agreement that will make sure our bargaining team has support to take part in negotiations, but also that the units they come from won’t be as short-staffed. We are glad that during the weeks our bargaining team is in negotiations they can be eligible for overtime just like everyone else.

**CHO scheduling LOA Signed!**
Nearly all nurses in the impacted units voted overwhelmingly to have a new LOA signed! This agreement will allow nurses a better way to schedule vacations in an area that is very challenging given their pod configuration and variety of job positions. We emphasized to management that while we were agreeing to this, a better, long-term solution is necessary.

**Procedural Unit Call Incentive LOA Signed!**
Interventional Radiology, Cardiac Catheterization, and Electrophysiology will have a call incentive extended again to deal with the extreme call burden due to a lack of staff. We agreed to this temporary extension of this LOA with the caveat that we have a firm expectation that management takes action to address the root problem not only in these units but units across the whole hospital that have far too great of a call burden to retain nurses in these units.

**Nurse Licensure LOA - Proposals exchanged, no agreement yet**
Having heard from large numbers of nurses with clear concerns about licensure issues related to providing care for patients outside of Oregon, we put forward a proposal today that would require legal protections be put in place immediately. Our proposal also asks that our employer bear the yearly permanent costs of requiring more than one nursing license and the legal liabilities associated with this. We did agree that management could start paying for the costs of nurses who are currently in need of more than one nursing license while we continue to try to negotiate around this issue.
Flu/Covid/RSV Surge LOA - Management will not bargain
Management does not want to bargain a new agreement and would not provide a counter proposal to what we presented at our session on December 7. They offered to extend our current RSV LOA and Expansion of CNI LOA until the end of March.

Family Medical Leave Program LOA - Management will not bargain
A new Oregon law created the Family Medical Leave Program to provide paid time for parental and sick leave. Currently, it’s set up to start deductions January 1, 2023, of 0.6% of wages for all our members. We asked that management, as a responsible employer, fully pay for our paid family and medical leave. They refused to bargain this LOA but told us we can try to revisit this for future years.

*Please note for AURN members observing bargaining sessions:
  - Masks required
  - No talking or disruptions during the negotiation sessions
  - Wear scrubs and your union colors if possible
  - Please gather quietly and respectfully in the hallway/lobby outside the room
  - Feel free to bring your kids/family for the portion where we gather in the hallway/lobby to welcome the bargaining teams
  - Pack the room for the very beginning of the day, though members are welcome to come and go until we finish at 4 p.m. Your physical presence will make it clear how very important the issues are to us all!
  - You can enter the room at any time. We ask you to enter and exit the room throughout the day quietly to not disrupt negotiations