Update - November 5, 2021

Management has notified AURN that they are not willing to negotiate any further and is refusing to acknowledge the nursing crisis that we are all in. On Wednesday, November 3, Dana Bjaranson, CNE and Magda Leo, HR notified us that there would be no further negotiations and that the last proposal they had offered was off the table. We had nearly reached a deal on October 18 with all other items resolved, but the last counter proposal we provided on October 19 stipulated that a fall bonus would need to follow the Oregon Paid Sick Leave Law, and that is when management refused to reach an agreement. To walk away at that moment is not only unacceptable but ethically disreputable.

Nurses have spoken out quite clearly to management that they must address retention, respite, redeployments, and the very concerning growing crisis of our nurses’ mental health. All of these issues have contributed to the nursing crisis as morale hits all-time lows and more and more experienced, highly skilled nurses leave OHSU. While nurses in some clusters were told that management is very willing to provide additional incentives, upper management was very clear that no further incentives are necessary.

We notified management of the need to negotiate around these issues two months ago, held multiple negotiation sessions, and on Wednesday, November 3 management contacted AURN. At the meeting, management explained that they would no longer be willing to negotiate, and the fall MOU offer was off the table. They felt that enough has been done to address retention, redeployments, respite, and mental health. They view our current collective bargaining agreement as a generous deal, and nothing further is necessary. Their goal is to drop back from incentives as much as possible. They stated clearly that we must return to business as usual, that nurse staffing will be fine once travelers start, and that the TTP program has restarted with nurses filling open holes upon completion.

Additionally, management in some areas have stated that CNI cannot be increased, and they are not allowed to provide any other incentives. We want to be very clear - this is simply not true. CNI can be increased, while desperately needed retention bonuses and any other incentives can be provided. Our collective bargaining agreement Section 10.11.1 states: "The employer may temporarily increase the CNI rate hospital-wide and will notify the Association within 72 hours. This increase can remain in effect for a maximum of seven days; extensions can be negotiated with the Association. Further, the intent is to fill difficult shifts as early as possible in the scheduling process in order to minimize last minute staffing problems. A higher rate may be established to recognize early sign-up."

The hospital can afford these things, has the legal ability to increase CNI, and our union can easily sign additional agreements that are fair for our nurses. Management simply refuses.
It was clear, upper management is out of touch with the experiences of our nurses. They are refusing to learn from our survey data from over 1000 nurses, letters, and first-hand experiences we have shared with them. We know there are some individual managers working very hard to support their departments and want to be clear that the root problem is out of touch executive leadership.

This means that we must lift up the voices of nurses to a higher level and make sure we are heard. Trying to work with individual managers will not change these issues, and at worst it could be direct dealing and against the law. Upper management has stated they do not intend to allow further incentives. This stance is unacceptable as we not only watch our fellow nurses but also our patients, suffer while management only looks at their bottom line. Their bottom line includes 493 million in surplus revenue, just in the most recent budgetary report, and adds to over one billion in savings that OHSU has held onto through the pandemic.

To empower and support nurses we will be taking the following immediate actions with more to come:

- **We are calling for an AURN union day!** To demonstrate how unified nurses are across the entire hospital, we ask that everyone wear your union colors (purple & green!) next Wednesday, November 10. Be sure to have your unit representative for your shift help distribute stickers as well. Everyone will be taking pictures (make sure no patients, managers, computer screens, or white boards are in the background) and send those in to show our strength as we stand together!

- **Double check that everyone in your unit has signed the AURN petition** to our CNE, president, and Board of Directors.

- **Make sure you talk among yourselves and select unit representatives from every shift, on every unit.** We’ll be holding a unit rep meeting soon and want to make sure we have as many units/shifts represented as possible. New Unit Reps should fill out our Consent to Serve form. Our Unit reps will be helping with our next big actions as well!

To be very clear - we will not stop fighting for nurses and our patients. We look forward to seeing you taking part in our upcoming actions!

Sincerely,

The AURN Board