AURN OHSU Negotiations Have Begun!

December 7, 2022

Our AURN Bargaining team convened virtually with management to negotiate a new Collective Bargaining Agreement (CBA) today, Wednesday, December 7, to replace our current 2021-23 CBA. Our bargaining team reports that our first session with management was both productive and respectful. Our team proactively tried to get out ahead of the upcoming respiratory illness surge with some serious proposals and not wait until the last moment when the current Memorandums of Understanding (MOU) expire.

Typically, the first day of bargaining starts out slow without heavy proposals, but our team came prepared to take significant action on the crisis facing our hospital. We came prepared with more proposals than there was time to present.

We are relieved to report we have our first agreement on a Letter of Agreement (LOA) that will retroactively take effect December 2 for our ECMO transport nurses. We are hopeful to reach agreement on several more LOAs soon.

Now more than ever we need members across OHSU to step forward and mobilize. What we are fighting for is very important, and we can only be successful with the help of everyone. Here’s how to get involved:

1) Green & Purple Days: Don’t forget wear your union colors Tuesday nightshift and Wednesday dayshift.
2) Get trained and join the Contract Action Team (CAT)! We need CAT members from all units and shifts. Visit https://forms.gle/WvLsKkE3rgZG7pBS6
3) Help recruit fellow nurses to attend the Bargaining Kick Off event January 11 to show management how incredibly important these negotiations are to everyone!
4) Attend the AURN General Membership Meeting next Wednesday, December 14. (Watch for our next email!)
# The 2023 Negotiation Teams

**Management Bargaining Team Primary Members**
- Mike Brunet (lead negotiator)
- Abby Clifton
- Jane Russell
- Magda Leo
- Michael Whitaker
- Michelle LaPorte
- Rayna Tuski
- Regina Lagging
- Ruth Rumberger
- Tyler Van Brunt

**Backup Team Members**
- Charisse Pizarro-Osilla
- Darcey Ayala
- Debi Eldredge
- Gretchen McCullough
- Julie Johnson
- Tara Menon
- James Tiet

**AURN-ONA Bargaining Team**
- Amber Cooper (lead negotiator)
- Elisa Youngman
- Maria LaVelle
- Natasha Schwartz
- Julie Jorgensen
- Evan Lafky
- Harold Fleshman
- Bill Erickson
- Corinn Joseph
- Diana Bijon
- Duncan Zevetski (alternate)
- Julie Reading (legal counsel)

## Negotiation Sessions Schedule

We're inviting all members to observe negotiations and hope you can all mark your calendars for the dates below! We'll be holding at least 21 bargaining sessions to accommodate the very complex and heavy issues facing nurses. The sessions will be held virtually, in person at OHSU, and at the ONA office in Tualatin. More details to come!

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Summary of the December 7 Bargaining Session
After every bargaining session we’ll be sharing what proposals were exchanged and any types of agreements reached.

- Exchanged proposals on ground rules.
- Exchanged proposals on the following LOAs:
  1) ECMO Transport LOA (agreement reached!). [Read the full agreement.]
     a) Our Team emphasized to management that mandatory on call is a serious issue across the hospital and must be addressed in negotiations.
     b) This group of nurses recently had a third of the nurses leave resulting in too much call to divide between the remaining nurses. They needed a window of time to train replacements to avoid shutting down the program.
  2) Bargaining Team Support LOA
  3) Surge of Respiratory Illnesses Incentives/CNI Incentives LOA to replace expiring CNI MOU and RSV MOU and combine into one LOA
  4) Family Medical Leave Program LOA