General Membership Meeting
December 14, 2022
Agenda:

I. Welcome and Introductions

II. 2023 Negotiations Overview

III. Bargaining Survey Results

IV. Bargaining Goals

V. How You Can Help Win a Strong Contract!
Welcome & Introductions
Negotiation Process:

1. Select Bargaining Team
2. Issue Notice to Bargain
3. Schedule Bargaining Dates
4. Negotiate Ground Rules
5. Exchange Proposals
6. Reach a Tentative Agreement
7. Ratification Vote
Who is on the bargaining teams?
Bargaining Team:

Amber Cooper (Lead Labor Rep & Lead Negotiator)
Elisa Youngman (chair) 12K Cardiovascular ICU
Diana Bijon, Adult ED
Bill Erickson, 6A PACU
Harold Fleshman, 10HRC EMU/CTRC
Julie Jorgensen, Pediatric ED
Corinn Joseph, 6C South OR
Evan Lafky, 12K Cardiovascular ICU
Maria LaValle, Vascular Access
Natasha Schwartz, 7A Medical ICU

Duncan Zevetski (alternate), 13KPV Adult Oncology
Julie Reading (legal counsel)

Additional Labor Representatives:
Silvia Ruiz
Michael Koehler
Jocelyn Pitman

Management Bargaining Team:

Mike Brunet, outside counsel, Lead Negotiator
Regina Lagging, director, Labor Relations
Abby Clifton, Benefit/Human Resource Service Center Director
Jane Russell, Chief Nursing Officer, Doernbecher Children's Hospital
Magda Leo, Sr. Labor Relations Specialist
Michael Whitaker, Nursing Director, Adult Critical Care
Michelle LaPorte, Senior HR Business Partner
Rayna Tuski, Director of Nursing, Periop Administration
Ruth Rumberger, Nurse Manager, Head & Neck/Orthopedics and Outpatient Care Unit
Tyler Van Brunt, Assistant Nursing Director, Cancer Collaborative

Back-up Team Members:
Charisse Pizarro-Osilla, Director, Oregon Poison Center
Darcey Ayala, Nurse Manager, Acute Care Float Pool Travelers, Apheresis, and Hemodialysis
Deborah Eldredge, Administrative Director, Nursing Quality, Research, and Magnet Recognition
Gretchen McCullough, Associate Chief Nursing Officer, OHSU/DCH
Julie Johnson, Director, Ambulatory Nursing, Non-Oncology and Interim Nurse Manager, COVID Connected Care Center
Tara Menon, Nurse Manager, Procedural Care Unit
James Tiet, Financial Consultant
When we work together as a union, we are a part of something greater; and, we have a collective voice in how decisions are made at work.
Bargaining Sessions:

12/7 virtual
12/21 virtual
1/11 @OHSU
1/18 @ONA
1/25 @OHSU
2/1 @ONA
2/8 virtual
2/15 virtual
3/1 virtual
3/8 virtual
4/5 @ONA
4/12 @OHSU
4/19 @ONA
4/26 @OHSU
5/3 @ONA
5/10 virtual
5/24 @OHSU
5/31 @ONA
6/7 @OHSU
6/14 @ONA
6/21 @OHSU

(all sessions scheduled approximately 10 a.m. to 4 p.m., and are open to all members to observe)
Proposals exchanged at our first session (12/7/22):

Ground Rules

- Agreement on schedule
- Locations
- Agenda Setting for sessions
- Guests/Rules for Observers (no talking except approved special guest speakers)
- Communication & Process of Exchanging Proposals
Proposals exchanged at our first session (12/7/22):

ECMO Transport Letter of Agreement (LOA signed!)

- Our team emphasized to management that mandatory on call is a serious issue across the hospital and must be addressed in negotiations.
- 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.
- $240 lump sum bonus for each additional designated on-call shift.
- Double time when called in from on call status for these extra call shifts.
Proposals exchanged at our first session (12/7/22):

Bargaining Team & Unit Support

- When the AURN bargaining team is in negotiations, they don’t qualify for overtime that week, this needs to be fixed during a time of such short staffing.
- We need assurance that management will make sure units are not left short while bargaining team members are at negotiations.
- We have 10 nurses on our bargaining team who need paid time, currently OHSU will only pay for 9 nurses.
- We need assurance that caucus time will be paid for, not just when meeting with management.
Proposals exchanged at our first session (12/7/22):
Surge of Respiratory Illnesses/CNI incentives LOA

- Increased CNI to $66/hr
- Short Staff Differential $15/hr for working outside staffing plan
- Crisis Standards of Care Incentive $100/hr for picking up extra shift during CSC
- Crisis Standards of Care Differential $20/hr for working during CSC
Proposals exchanged at our first session (12/7/22):

Oregon Family Medical Leave Employer Pickup LOA

- State program will begin deducting 1% total of wages per employee starting January 1st. OHSU will automatically pay 0.4%.
- We proposed the employer picks up the other 0.6%, otherwise those deductions will begin next month.
- Given recent inflation rates, this is an easy way for management to help nurses bring home more in their paychecks.
- OHSU as an employer should be 100% responsible for paid family and medical leave.
What is next?
Coming up December 21st:

• Further negotiation on Ground Rules and Letters of Agreement

• AURN Introducing Proposals on the following Articles:
  Article 2 Association Privileges and Limitations
  Article 19 Posting and Filling of Positions
  Article 22 Grievances and Arbitration

• Management would like to present some proposals
How it works
The Collective Bargaining Process

• Management and AURN can present a proposal to change a particular article of the AURN Collective Bargaining Agreement (CBA).
• Once an article is open for negotiations, either side can present counter proposals until a tentative agreement is reached on that article.
• Once both sides have reached tentative agreements on all articles then the entire tentative agreement will be presented to AURN members for a ratification vote.
• Our current CBA expires June 30, 2023. Our hope is to reach a new agreement before the expiration.
AURN-ONA is a democratic, member-led organization.
AURN Board of Directors

President: Elisa Youngman
Vice President: Maria LaVelle
Secretary: Natasha Schwartz
Treasurer: Julie Jorgensen
Member-at-large: Evan Lafky
Membership Chair: Gretchen Barr
PNCC Chair: Melissa Vazquez
Staffing Chair: Erica Swartz
Communications Chair: Vacant

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OHSU Bargaining Unit

AURN Unit Representatives Committee

Chair: Duncan Zevetski

Contract ● Bylaws ● Contact Information ● Updates
AURN Bargaining Survey Results
Survey Results

More nurses than ever before filled out our bargaining survey! Great job to the CAT and Unit Reps for working so hard to make sure nurses voices are heard!

- 88% of nurses reported that their workloads have increased over the last two years and 86% reported that their patients are more acute.
- 31% of nurses reported that over the past year only sometimes were they able to meet the care needs of their patients.
- 72% reported feeling pressure at work to do something that might put their nursing license at risk.
- 69% of nurses reported feeling “that your license as an RN has been jeopardized due to insufficient nurse staffing on your unit.”
- 99% of nurses agree that OHSU Administration could save more money and better serve patients if they listened to nurses.
Survey Results

Moral Injury and Mental Health

72% of nurses reported experiencing moral injury while working at OHSU during the pandemic. [defined as: “moral injury arises when one knows the right thing to do, but institutional constraints make it nearly impossible to pursue the right course of action.”]

In the past 60 days nurses reported feeling the following:
• 81% overwhelmed
• 76% physical exhaustion
• 87% mental exhaustion
• 49% things you previously found rewarding in your job are no longer rewarding
• 43% felt like you would cry at work
• 42% been asked to take on more than you feel you can handle
• 32% unsupported by your manager
• 60% unsupported by top hospital administrators
• 51% desire to leave your job at this hospital
• 40% desire to leave the profession of nursing
• 84% of nurses report that OHSU is poorly or very poorly addressing the mental health of nurses

[Also from Pulse Survey Report-Wave 6. 5/25-6/3/22. “The Mayo Wellbeing Index, which identifies respondents at risk for burnout, depression, suicidal ideation…78% of nurses presented as high risk.”]
Survey Results

Retention

• 27% of nurses reported being unsatisfied or very unsatisfied working at OHSU.

• 19% of nurses reported plans to leave OHSU in the next two years. Another 13% in the next four years. This could mean replacing 1/3 of our nurses in the next four years, in addition to all those that have already left.

• 51.18% of nurses report that OHSU has treated its employees “poorly” or “very poorly” during the pandemic.

• The majority of nurses that are considering leaving OHSU are planning to leave to work as a nurse somewhere else in the local area.
Survey Results

Compensation

• Nurses asked for higher wage increases than ever before.

• 96% of nurses want a cost-of-living increase that accounts for recent inflation.

• Nearly 70% of nurses felt very strongly that night shift differential must be increased.

• 75% felt very strongly that CNI needs to be increased.

• Only 16% of nurses feel they were properly compensated for their contributions during the pandemic.
Survey Results

Staffing

- 84% of nurses reported not consistently getting their meals and breaks.

- 60% reported not consistently getting their lunch breaks. It used to be common for nearly all nurses to get lunch, but not all are getting their breaks, this has gotten worse.

- Only 37% of nurses reported there being a plan for meal and break coverage.

- Only 34% reported that their patients are always properly cared for (charting, meds, assessments, etc.) when they are on break.

- 56% of nurses reported that filing staffing variances never or rarely is effective to resolve problems. (15% thought they were sometimes effective, 28% didn’t know, only 1% thought they were always effective)
Survey Results

Justice, Equity, Diversity, and Inclusion

- 67% of nurses did not think that their employer takes action to address sexual harassment in their workplace
- 68% of nurses did not think that their employer takes action to address racism in their workplace

Of those nurses who have tried to get concerns addressed:
- 36% reported managers did not resolve things
- 49% reported AAEO did not resolve things
- 65% reported Directors did not resolve things
- 67% reported HR did not resolve things
Bargaining Platform
Effective unions shift the balance of power from managers toward workers and our families.
What is a Bargaining Platform?

• A platform of issues that we all stand together to fight for

• We use it to express our shared goals with management and the broader community

• A bargaining platform is a statement of our priorities and major areas that we are seeking to improve in our workplace
Bargaining Platform Issues to Prioritize

- Safe Staffing
- Wages
- Short Staffing Incentives
- Meals and Breaks
- Night Shift Differential
- Proper Coverage for Paid Leave
- Stopping Workplace Violence
- Mental Health: Mental Fatigue & Moral Injury & Distress
- Respect for Nurses Voice
- Justice, Equity, Diversity and Inclusion
- Parking
- Remote Work
- Failures of Management Conflict Resolution
How we win a strong new contract
Union power starts with “U”
We need you!

- Management has shown us year after year, well-researched well-prepared proposals are simply not enough.

- They listen when they know the vast majority of our members care about an issue and because management is facing enough pressure to reconsider their bottom line.

- Wearing union colors, stickers, signing petitions, taking photos with signs, taking actions, marching, and picketing are all actions that show management they need to listen to us.
Join the Contract Action Team (CAT)!

• Be a voice for your unit!
• Keep your unit well organized taking part in actions through our campaign for a fair contract
• Talk one on one with your coworkers to get more people involved
Sign-up for CAT trainings!

https://forms.gle/Mfr6j8g2VKb6cQF27
Scan the QR Code to sign-up:

Saturday December 17th
virtual on zoom
1000-1130
&
1500-1630

Monday December 19th
in person 9th floor café
1700-1830
&
1930-2100
Become an AURN Unit Representative

Unit Reps do all the same things as CAT members but also:

- Attend Unit Rep meetings 5:30-7 p.m. on the third Wednesday of every month
- Obtain additional training on representing coworkers in investigatory meetings and helping file grievances
- Collaborate and make plans with fellow unit reps and CAT to fully engage everyone on your unit
We have the power of our entire union behind us!

3000 RNs - the voice of nurses at OHSU

15,000 RNs represented in Oregon

1.7 million working professionals

12 million active and retired workers
Stay in Touch

ONA Nurses of OHSU
@OregonNurses
AURNursesofONA

Watch for a new Bargaining Blog with everything you need to know in one place: www.OregonRN.org/OHSU