Our ONA bargaining team began our 7th bargaining session by reminding management that all of our proposals are formulated to strengthen both recruitment and retention of skilled Registered Nurses so that patients can receive high quality healthcare.

Our team presented our final new bargaining proposal, an updated version of Article 21, Paid Time Off (PTO). Our significant concern is that our current language provides 111 to 125 hours less PTO per year to Keizer nurses or OHSU nurses. We explained that PWFMC nurses all too often have little or no PTO hours to use due to our low accrual rates and the frequent conditions that require PTO to use for things other than vacation. MDO, sick time, workers comp, etc.... Our updated Article 21 proposal significantly increases PTO rates so that our nurses are equal to market standards (Kaiser). We also are proposing expanding PTO to .5 FTE or greater FTE nurses, raising the PTO CAP to 2 X annual accrual rate, proposing 3 additional holidays, continuing access to EIT for those who still have EIT accrued hours, expanding the list of topics that PTO can be used for, and giving nurses more control over when PTO would be used.

Management began negotiations by requesting a short contract extension to ensure “Labor Peace” till Feb 18th 2022. Our team agreed to the extension noting that all of the union’s economic proposals are to take effect Jan 1, 2022.

Management reported that they would be providing all of their economic proposals at our next bargaining session on January 10th at 10 am.
Management shared two bargaining proposals—

**Article 14**, Hours of Work and Schedules: Their proposal redefines Open Shifts to be posted 15 days prior to the schedules electronic posting, rejects proposed Per Diem nurse scheduling, rejects proposed Variable Scheduling, rejects Call Schedule language including a 4 week cap of 84 hours and proposed differential for Surgical Services nurses who take call. Management also rejected proposed 6/2 language which would allow nurses to work 6 pay periods consecutively and then have two pay period off. Management continues to pursue contact language that gives management “more flexibly”.

**Article 16**, Professional Nursing Care Committee proposed to reinvigorate PPNC through a variety of measures: 8 Nurses on the committee in paid status, management participation and support, regular scheduling, and a more formalized process.

Our next bargaining session with management will be on Jan 10th at 10 am. Nurses are strongly encouraged to observe this virtual bargaining session.

To get log-in information email Virginia Smith at virginiadsmithrn@gmail.com

If you have questions about this bargaining update, please reach out to your unit’s Contract Action Team (CAT) member or email Timothy Welp, ONA Labor Representative at welp@oregonrn.org and he will connect you to your CAT.