Negotiations Day One: Ground Rules Discussion

Our teams met for the first of five scheduled negotiation dates. As we all know things are different now due to COVID-19. We utilized technology for this session which allowed our attorney Margaret Olney to join us from her office in Portland. The remaining members of both teams were able to meet in a large meeting room at the Hilton Garden Inn.

We were able to reach agreement on the ground rules for negotiations which included clarification about how we will be able to offer the opportunity for observers during this time of state regulations on gatherings.

Bargaining unit members may be able to observe remotely by joining a private chat group connected to WebEx that is open only to bargaining unit members. Bargaining unit members will be informed that they may not record the session or invite non-bargaining unit members to watch or listen. In addition, they will be cautioned to not take comments out of context and to review the union’s and the hospital’s bargaining updates. A list of members who have logged in will be kept by ONA and shared with the hospital.

No other observers will be allowed to attend, either in person or by phone, except by mutual written agreement of the parties.

The WebEx invite will be provided prior to the next session and we have established a messenger chat room for members to ask questions and provide information during the negotiation process. For more information see the ONA@RRMC Facebook page.

Upcoming Bargaining Sessions

June 9, 2020
June 22, 2020
July 7, 2020
July 27, 2020

Sessions begin at 9 a.m. each day. For bargaining unit member observers, a WebEx invite will be provided prior to the next session and there will be a messenger chat room for members to ask questions and provide information during the negotiation process.

For more information, see the ONA@RRMC Facebook page.
Opening Proposals

At our opening session we shared proposals for Articles 1, 6, 7 and 8.

Our proposed change to Article 1 added specifically the word “hospice” in the recognition clause. While the hospice nurses have been part of the bargaining unit for decades, there was a typo in the 2011 contract printing which failed to include the word “hospice.”

We proposed changes in Article 6 that attempt to clarify overtime pay practices, triggers for adding break/meal relief nurses, and schedule flexing.

Our proposals for Article 7 address possible improvements to all of the float language.

Article 8 language proposals clarified, bidding seniority and adds new language that allows nurses more flexibility to identify additional areas of clinical interest.

We shared our proposals with the hospital team and while we did not reach formal agreement on any of the proposals we were able to identify areas of mutual concern. We will be providing additional proposals at our June 9 session and expect to receive counter proposals from the hospital at that meeting.

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org