CSI LOU EXTENDED TO 2023

On Monday, September 26, our coalition bargaining team—which includes representatives from all four Samaritan ONA bargaining units—met with the employer to bargain an extension of the Critical Staffing Incentive (CSI) Letter of Understanding (LOU). We proposed extending it until January 29, 2023, with the following changes (see our proposal here):

- For unplanned hours missed, CSI will not be deducted for on-the-job injuries, including on-the-job exposure to COVID.
- Weekend CSI would include shifts that begin Sunday night and end Monday morning to incentivize these often difficult to fill shifts.

In their counterproposal, the employer rejected both of those changes. They also proposed an end date of January 15, 2023, since it is the end of a schedule period. The employer further stated they intend to end CSI on that date (see their proposal here).

We wanted to ensure nurses had an opportunity to sign up for CSI shifts next month. Previously, we heard from you loud and clear that you wanted an extension. So, we agreed to their counterproposal and will sign it shortly.

We asked them what their intentions were to solve staffing issues. We know that a nursing shortage will exist in 2023 and beyond. They were not ready to fully respond but assured us that they will be looking for solutions in the coming months.

They indicated they would continue to recruit heavily, using sign-on bonuses to target new hires. They recognize that they may need to continue employing travelers, although they said that the market is rapidly changing.

Finally, they said they would seek ways to retain current staff. Our team argued strenuously that it is only fair to pay current nurses a bonus or an additional wage increase. Current nurses are facing heavier loads, including precepting new grads.

We will actively seek your input on retention pay. We want to hear your ideas and what you are willing to do to show our solidarity. We need more nurses to participate, if we are going to move the employer on this difficult issue. If you are interested in engaging other nurses on retention pay, please contact your local officers or Gary Aguiar text/call 503-444-0690 or Aguiar@OregonRN.org