Members of our St. Alphonsus Medical Center—Baker City (SAB) bargaining team have met with the Hospital several days in a row. These meetings have been productive and we have been able to reach tentative agreements (TAs) on several key areas. There are still many areas outstanding that have been noted to be a priority for our nurses.

Please come to a meeting tonight, June 26, 2019, at 6 p.m. in the Revelation Conference Room, Paizano’s Pizza will be provided. It’s important at this stage of our negotiations to hear from you!

TAs have been reached on the following issues:

- The length of the agreement will be 3 years with a new expiration date of June 30, 2022.
- PRN nurses will have to attend at least 50 percent of their assigned departments staff meetings as well as meet their per diem commitment by working in the department they are assigned to. They are welcome and able to pick up additional shifts in other departments.
- Mandatory call-in departments that require it will be shared equivalent to the full-time employee (FTE) of the staff (i.e. a part time nurse will only work part time call).
- Nurses performing the duties of a clinical coordinator (formerly called house supervisor) will receive the $2.00 differential for all hours spent performing those duties.
- All nurses hired will be hired at the pay step equivalent to their years of experience (previously the Hospital deducted one year).
- Removed language referring to PICC line nurses as the Hospital does not intend to return to using them.
- Changed language around rest and meal periods in two ways:
  - Nurses may now combine either their 2nd or 3rd rest break with their meal period.
  - Nurses who work without a lunch and are paid time and one half, will have different requirements for 8, 10 and 12-hour shifts. Essentially if you work more than 6, 7, or 8 hours without a lunch you will be paid time and one half until you receive your lunch.
- Deleted obsolete language about hospital and pharmacy discounts that are no longer offered.
- Clarified departments that are represented at the Professional Nursing Care Committee (PNCC).
• Transfers to new positions will happen within 60 days.
• Current case managers, education nurses, infection prevention and occupational health nurses may remain opted out of our bargaining unit, but new hires to those positions will have the option to join ONA.
• If nurses waive their rights to contractual overtime or rest, they must do so in writing and forward those agreements to the hospital nurse staffing committee (HNSC) and to ONA.

• New graduates will be oriented for a minimum of 8 weeks (increased from 4).
• Nurses may attend ONA sponsored education events where CE’s are offered, provided nursing leadership would also be able to register.
• Bereavement leave days may be used non consecutively.
• The Hospital will provide both long term and short term disability insurance to full-time and part-time employees.

Proposals still open that need your input!

• All wages are open at this time. The ONA team has made proposals for across-the-board (ATB) increases and increases to some differentials and at the time of this submission, we are waiting on a Hospital counter proposal.
• The Hospital has proposed changes to the “use me or lose me” provision of a bonus shift, where the nurse would either be on call or released by the Hospital (at the Hospital’s discretion). If a nurse is called in to work, they would be paid their straight time rate for all hours spent on call and call-back plus bonus (with a 4 hour minimum) for all hours worked. If they are not called in, they only receive on-call pay at current rate.
• The Hospital has proposed changes to the way the schedule is posted to align more closely with how our nurses in Ontario are scheduled. A schedule period would cover 4 weeks and a draft schedule would be posted for a month prior to a final schedule being posted.
• We have proposed that any unapproved changes to a nurses schedule after the final schedule is posted shall be paid as a bonus shift.
• We have proposed that the 20 percent low census cap be applied to hours per pay period, the hospital has counted to per 4 week schedule period.
• We have made a proposal that shifts that become open after the schedule is posted be made available to all qualified nurses at the same time so that an equal opportunity for open shifts is had by all.
• We have proposed that if an agency, travel or passport nurse is filling a vacancy in a unit, a position needs to be posted for that unit.
• We have proposed to have our negotiation team paid.
• The Hospital has proposed to remove the 10 percent discount for food purchased in the cafeteria.
• The Hospital has proposed to adjust the paid time off (PTO) banks to remove hours equivalent to 7 holidays from the bank. This would include the 6 currently recognized holidays and one float holiday. Holiday hours would be paid on the date of the recognized holiday and no rollover from year to year would be allowed. Nurses would be able to designate one day every year as a float holiday. This proposal would start Dec. 2020.

It is vitally important that we receive your input on these proposals. Please come have pizza and share your opinions.