More Progress in Negotiations:
Seniority in Hiring and Supporting Nurse Residents

On Wednesday, May 23, at our negotiation session we made more progress towards reaching a tentative agreement to put out for a ratification vote of members. At our previous session we voiced the concerns of nurses who felt that we needed to protect both seniority in the hiring process, and valuing our nurse residents. Management heard that concern and finally responded with a counter proposal that protects both. After more discussion and another counter from Oregon Nurses Association (ONA) and from management on this topic, we feel we’ve finally found a solution to this issue. You can read the proposals in full here and review a summary here:

- When a department would like to bring on a nurse resident they will also need to issue a posting for all Silverton nurses in that same unit to have the chance to be hired based on the seniority rights in our union’s hiring procedures (Article 10).
- Both the Nurse Resident position and the other position will be variable shift.
- Only nurses currently in full-time positions would be eligible to be hired having their full-time FTE converted into a full-time variable shift position to balance the FTE needs of the units.
- Part-time and casual nurses would still be eligible to apply for all other posted positions throughout the year, but not job postings triggered by a full-time nurse resident opening.
- Variable shift positions would be defined as working at least 3 shifts on day/evening and 3 shifts on nights every 3 schedule periods to accommodate, for instance, someone remaining on days long enough to cover a maternity leave.

Having spoken with a variety of nurses in FBC where the nurse resident issue started, we learned that at the center of this is the basic right to be hired for a position based on seniority. Having balanced the FTE budgeting needs of management, we’re hopeful this new idea will balance making sure nurse residents can be properly budgeted for, and nurses can still have the right to bid on positions based on their seniority. We are so proud of our fellow nurses coming together to voice this concern and work out a positive solution.

Additionally, today’s session included discussion about charge nurse positions, the Professional Nursing Care Committee (PNCC), labor management meetings, call start/end times and taking last minute call shifts for surgical services. We proposed a new idea for the PNCC not to meet every single month anymore. Instead, we alternate PNCC every other month with a new labor management meeting, where nurse leaders and members of management can informally and creatively problem solve issues to avoid grievances and collaborate on improving our hospital. We also suggested instead of forcing every department to start using Primary Charge Nurses (PCN), who never get to rotate out to not be charge, that they allow each unit of nurses to vote whether they want to utilize that system or not. Then, if a majority of nurses in a department really wanted to keep rotating charge nurse duties, they could.

We look forward to the continued strong presence of nurses attending bargaining sessions and taking actions over the coming weeks to secure this contract and many contracts to come in the future. And ultimately to win this contract, we’ll also need to win a strong vote to keep our union! Be sure to vote YES for ONA next Thursday May 31 and Friday June 1, so we can secure a strong contract!

Karen Sides, Short Stay Bargaining Team Representative
“We’ve seen great discussions this bargaining day on the Nurse Residency Program. ONA has worked hard on trying to resolve this issue for FBC. I feel the discussions facilitated better movement from Legacy and I’m encouraged by ONA’s hard work.”

Be sure to attend the upcoming bargaining session on MAY 30

PRO NURSE  PRO LEGACY  PRO ONA