Retention Incentives

WHERE WE HAVE BEEN

Since fall 2021, your ONA/Sky Lakes Medical Center (SKY) leadership team has become increasingly worried about the loss of experienced, long-time RNs from the Sky Lakes nursing team. Some left to travel, some to reduce hours and allow for lucrative agency work, and some were simply exhausted and disheartened. Sky Lakes nurses at the bedside are working alongside travelers that are said to be making up to three times what core Sky Lakes staff make. This has contributed to a drastic decrease in morale, resulting in moral injury to the nurses who have worked tirelessly through this pandemic for patients and their community.

In November, your ONA/SKY Executive Committee surveyed SKY nurses on what retention incentives they would consider from management. The committee received 60 total responses (25% of the ONA/SKY bargaining unit), with 35 nurses taking the time to share in-depth comments.

Based on this input, we drafted a proposal and presented it to management on Dec. 3, 2021, with the intent to meet back in two weeks. For information on our previous proposal, read our first ONA/SKY Bargaining Update here, or go to the ONA/SKY webpage at www.OregonRN.org/SKY.

Due to the unforeseen emergency with Kronos, management was delayed with their response. We met with them on Jan. 7, 2022 to hear management’s counter proposal.

MANAGEMENT’S COUNTER PROPOSAL THROUGH JUNE 2022

What they agreed to:
- Agreed to double time for all extra shifts.
- Agreed to keep hot food cooked to order available 24 hrs., except for a brief closure between meals to switch out the food.

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NOMINATIONS ARE NOW OPEN

for SKY/ONA Bargaining Unit Executive Committee and Staffing Committee.

Be a voice and advocate for your fellow nurses. Improve your leadership skills. Support and training are provided!

To learn more about these committees and their responsibilities, please refer to your ONA/SKY BU Bylaws and Staffing Committee Charter.

Nominations are open through Jan. 30 at 11:45 p.m. You must be an ONA member to run for office. To submit your nomination, click here or visit www.OregonRN.org/SKY.
Management’s response to the $5,000 quarterly bonus (their agreement would only cover one quarter):

- A tiered production-based bonus system that starts at $200 and tops out at $3,000 per quarter (13 weeks). In order to qualify for this, an RN must work a minimum of two shifts per week.
- For a 0.9 FTE RN to obtain the top tier of the bonus they would need to work an EXTRA 1.2 12-hr. shifts a week for 13 weeks or 16 TOTAL EXTRA SHIFTS PER 13 weeks. This is with no sick time or vacation during that period. For a 0.6 FTE RN to obtain the top tier bonus, they would need to work 29.1 EXTRA SHIFTS from what they normally work. A 0.6 FTE nurse working all their FTE would automatically qualify for a $200 bonus. A 0.9 FTE nurse would automatically qualify for a $500 bonus if they worked all their hours.

Below is the table included in management’s proposal:

<table>
<thead>
<tr>
<th>Hours Worked per Quarter</th>
<th>Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>250 - 298 hrs.</td>
<td>$200</td>
</tr>
<tr>
<td>299 - 347 hrs.</td>
<td>$300</td>
</tr>
<tr>
<td>348 - 396 hrs.</td>
<td>$400</td>
</tr>
<tr>
<td>397 - 466 hrs.</td>
<td>$500</td>
</tr>
<tr>
<td>467 - 563 hrs.</td>
<td>$1,000</td>
</tr>
<tr>
<td>564 - 661 hrs.</td>
<td>$2,000</td>
</tr>
<tr>
<td>661+ hrs.</td>
<td>$3,000</td>
</tr>
</tbody>
</table>

After receiving management’s proposal, the team immediately met to discuss next steps. Management’s counter proposal drastically changed our team’s original proposal. We decided to hold an emergency town hall with all SKY RNs. Considering the short notice, the town hall was extremely well attended, with more than 40 members in the virtual meeting. Even more nurses RSVP’d and stated that they wanted to attend, but were already scheduled to work. So many of you were willing to turn out, even with the late notice!

Taking input from the town hall, your ONA/SKY team met immediately afterward to write a counter proposal.

Based on the strong feedback we received, our updated proposal contained a change from a bonus-based incentive to a $20 hourly differential for all nurses, regardless of FTE status, that had been at Sky Lakes for at least one year. This includes newer nurses, who will become eligible for the differential after their one-year anniversary.

We kept our proposal for an accrual cap on PTO, double time on extra shifts, and increased availability in the cafeteria. Re-opening the wage scale was rolled back based on addressing that in the hourly differential.

The timeline for the proposal was nine months, to be renegotiated the month prior to its expiration.

We met with management via Zoom on Jan. 21 to present our counter proposal. We heard your need to express your disappointment and unhappiness with management’s proposal. In response, negotiations were opened for observation and nurses were able to share some personal statements. Nurses who were unable to attend submitted written statements, which we read on their behalf. There were 67 nurses observing and nine nurses presented testimonials to management.

Additionally, on Jan. 20, we submitted a request for information on funding streams, travel status and nurse attrition. and asked for a response, with the information, in 14 days.

**WHAT’S NEXT**

Your ONA/SKY team anticipates that we will need ongoing support from nurses to attend negotiations and speak up if management is going to act on the bargaining unit’s demands. We are planning future actions. First, a stickering campaign! Please start wearing your black ONA jackets, ONA buttons and look for leaders and stewards handing out stickers for our “Essentially Forgotten” campaign. Management needs to hear and see your dissatisfaction!