



Bargaining Update #3

Oregon Nurses Association
Bargaining Unit Newsletter

August 19, 2016



In this issue

Tentative Agreement Reached— Page 1

Highlights— Pages 2-5

Bargaining Unit Leadership Conference— Page 6

Nurses Service Organization— Page 6

SLCH Executive Committee

Chair:

Lisa Logsdon, RN,
ACU

Vice Chair:

Nancy McPherson,
RN, Endo

Secretary:

Lisa Brown, RN,
GBC

Treasurer:

Lisa Brown, RN,
GBC

Grievance Chair:

Neil Versolenko, RN,
ED

PNCC Chair:

Clair Barnett, RN,
ED

PNCC Members

Jessie Delozer, RN
Sheila Reade, RN
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Tentative Agreement

Reached on August 17, 2016 at 8 p.m.

Our Bargaining Team Recommends a YES Vote

Our bargaining team met with management over seven sessions to bring forward a tentative agreement of our contract to be voted on. The redline copy of the contract will be posted on [the ONA/SLCH webpage](#) Monday August 22, 2016. There are many changes but the ones listed on page 2 are the highlights. See the redline for all changes. Our bargaining team members are recommending a YES!

vote. The bargaining team will be around all next week, so if you have questions, please ask.

Absentee ballots will be available on Monday morning. See a bargaining team member or executive officer for a ballot. **Ballots must be in an envelope sealed and signed legibly. Ballots will not be counted if signature is not legible.**

RATIFICATION VOTE!

Voting will be on Friday August 26, 2016 in Conference Room C from 6:30 a.m. to 4:30 p.m.

Please come and vote!

Members in good standing may vote.

Membership applications will be available for those who wish to join.

Highlights

Article	Changes
Article 5 Association Rights New membership orientation	Association representative will be allowed thirty (30) minutes during Nursing Orientation
Article 6 Definitions	Weekends: the period from 7 p.m. Friday to 7 p.m. Sunday
Article 7 Hours of Work	<p>Surgical Services: Required Call</p> <p>Weekend shifts (beginning at the end of the regular shift on Friday until beginning of the regular shift on Monday will be shared equally and/or assigned by rotation within each department. Scheduled vacations do not exempt the nurse from the assigned call weekend. The nurse is required to find call coverage.</p> <p>b. Required Holiday on-call</p> <p>Holiday call will be equally shared and assigned by rotation. Holidays will be split into two groups, the groups being spring/summer holidays (i.e., Easter, Memorial Day, 4th of July, Labor Day) and fall/winter holidays (i.e., Thanksgiving, Christmas Eve, Christmas Day and New Year's Day). A rotation will be established within each department. In the OR and PACU, one spring/summer and one fall/winter holiday will be assigned by rotation. In the OR, if the department is closed and/or a holiday is on attached to the weekend, (i.e., Thursday or Monday) the weekend will be assigned with the holiday. In Endo, holiday call rotation will alternate yearly between holiday groups. Rotation in all departments will be based on the number of nurses assigned to take call within that department and may vary from year to year.</p> <p>Bonus Call payment: The nurse will receive bonus call payment for scheduled on-call hours in excess of 56 hours per month at a rate of double the on-call rate. In addition, on-call hours in excess of 80 hours per month will be paid at a rate of three times the normal on-call rate. Payment is defined as the payment of double the normal rate for on call and Nurses in bonus call will receive an additional ten dollars (\$10.00) per hour for each call back hour worked and fifteen (\$15.00) per hour for call back hours worked on a holiday, except for Thanksgiving, Christmas Eve and Christmas Day. (see Article 9.E)</p>
New Extra Hours language	Nurses will receive a premium of time and one half for extra hours worked above the nurse's regularly scheduled FTE, however nurses working less than 8 FTE. must work one extra shift per pay period at straight time before becoming eligible for premium pay.

(continued on page 3)

Highlights *(continued from page 2)*

Article	Changes
Article 8 Labor Management Cooperation Committee	<p>New Article Labor Management Cooperation Committee</p> <p>The Hospital and Association will participate in a joint Labor Management Cooperation Committee ("LMCC"). The goal and purpose of the LMCC shall be to foster a more positive and collaborative relationship between the parties leading to fewer grievances, more expeditious contract negotiations and the ability to resolve issues which arise during the term of the collective bargaining agreement based on mutual respect and the acknowledgment of each party's legitimate organizational interests.</p> <p>B. The LMCC shall be composed of eight members, four from the Association, and four from the Medical Center who, by virtue of their positions within their respective organizations possess the authority to make decisions on behalf of their constituents. The Association members shall be the ONA Labor Representative and three nurses elected or selected from the Bargaining Unit Leadership, preferably having had contract negotiation experience. All members shall be compensated for time spent in LMCC meetings or working on jointly approved LMCC projects.</p> <p>C. Initially the parties agree to the following:</p> <ol style="list-style-type: none"> 1. A commitment to the exchange of information including current financials. 2. A commitment to make every reasonable effort to solve problems as they become evident. 3. To meet quarterly. LMCC will be canceled if no agenda items are presented two (2) weeks ahead of the meeting. Meetings may be canceled and/or rescheduled by mutual agreement. 4. To furnish written records of LMCC discussions to the RN Bargaining Unit and Nursing Managers.
Article 9 Holidays	<p>Scheduled staff on Christmas Eve and Christmas Day will not exceed core plus one staffing levels.</p> <p>Section D If the holiday falls on a weekend the nurse will be paid two (2) times the straight rate of pay plus twenty dollars (\$20) per hour</p> <p>Section E Nurses who are on-call on Thanksgiving, Christmas Eve or Christmas Day will receive time and one half (1 ½) plus twenty-dollars (\$20) per hour for all hour called back.</p>

(continued on page 4)

Highlights *(continued from page 3)*

Article	Changes
Article 10 PTO	<p>Scheduled Use:</p> <p>A nurse may request PTO at least six (6) weeks but not more than (12) months prior to the first day of PTO requested.</p> <p>PTO request for the months of June, July, and August will be limited to two weeks at a time, so all nurses may enjoy a part of the summer months off. Request for longer periods of time may be granted by the manager on a rotational basis.</p>
Article 11 Leave of Absence	<p>New Bereavement Leave</p> <p>A. General. In the event of a death of an immediate family member of a full or part-time employee, he/she will be allowed up to three (3) normally scheduled working days off with pay following the death to arrange for and/or attend the funeral. "Immediate family" is defined as: mother, father, sister, brother, parents-in-law, step-parents, step-children, siblings-in-law, grandparents, grandparent- in-law and grandchildren. Employees will be granted up to five (5) normally scheduled working days off with pay following the death of a spouse, significant other living as an integral member of the household, or child.</p> <p>B. OFLA Bereavement Leave: Under OFLA an eligible employee may take up to two (2) weeks off to; attend the funeral or alternative to the funeral, make arrangements necessitated by the death of a family member, or grieve the death of a family member. Family member is defined as "spouse, parent, biological, adopted or foster child, parent-in-law, same-sex domestic partner, grandparent and grandchild."</p> <p>a. If the employee experiences the death of more than one family member in a year, the employee may take up to two (2) weeks for each death. The leave does not need to be taken in concurrent two-week periods.</p> <p>b. Bereavement leave counts toward the twelve (12) weeks of total leave permitted under OFLA. It does not add additional leave.</p> <p>c. Employees are required to use PTO equal to their normally scheduled hours. If PTO is unavailable the leave will be unpaid.</p> <p>d. OFLA bereavement leave must be completed within sixty (60) days of the date on which the employee receives notice of the death of a family member.</p>
Article 12 Professional Development	January 1, 2017 \$30,000 each year of the contract.
Article 14 Seniority	Nurse who take a per diem position will accrue one (1) year of seniority for every three (3) years worked as per diem. Seniority from working full time or part-time will be retained. Seniority will only be used in awarding positions.

(continued on page 5)

Highlights *(continued from page 4)*

Article	Changes
<p>Article 18 Health and Welfare This is a slow reduction in the premium cost.</p>	<p>Plan will not increase more than eleven percent (11%) from the previous year's contribution. In 2018 the Plan will not increase more than 10 percent (10%) and 2019 the Plan will not increase more than then percent (10%).</p>
<p>Article 22 Duration</p>	<p>Three year contract.</p>
<p>Article 23-Compensation</p> <p>Shift Differential</p> <p>New Rates for BSN/MSN</p> <p>Certification Differential</p> <p>Per Diem</p> <p>On-Call</p>	<p>Wages:</p> <p>July 1, 2016, 3% across the board</p> <p>July 1, 2017, 3% across the board, first full pay period.</p> <p>July 1, 2018, 3% across the board, first full pay period.</p> <p>3 p.m. to 11:30 p.m. \$2.10</p> <p>11 p.m. to 7:30 a.m. \$4.75, Effective 7-2017 it shall increase to \$5.00 per hour</p> <p>BSN \$1.25 per hour</p> <p>MSN \$1.50 per hour</p> <p>Will increase \$2.00 per hour. The differential will commence the first day of the pay period following the date that written evidence of the passing test score or continuing certification is received by SLCH HR. This differential will be automatically discontinued if certification lapses.</p> <p>\$4.25 per hour. Effective 7-9-2018 it shall increase to \$4.75 per hour.</p> <p>On-Call</p> <p>\$4.25</p> <p>\$5.00 for Holidays</p>

Upgrade Your Nurse Leadership Skills

Attend ONA's Bargaining Unit Leadership Conference Friday, Sept. 30 to Saturday, Oct. 1 at the Portland Hilton and Executive Towers in downtown Portland.



- Solve local issues through concerted actions
- Build strength through issue-based organizing
- Identify and develop nurse leaders
- Use Oregon's hospital nurse staffing law to improve your workplace



Join ONA nurses and staff from across Oregon to discover new ways to engage your coworkers, build nurse strength and create a community of committed advocates who can lead changes in your facility.

ONA staff is partnering with teaching staff from University of Oregon's Labor Education Research Center.

Register today!

This leadership development event is free for ONA members and student affiliates. Registration is now open, so visit www.OregonRN.org to register today!

www.OregonRN.org



Protect Your License, Protect Yourself!

Should nurses and nursing students carry their own personal liability insurance policy? The answer is an unequivocal yes. Unfortunately, a contrary opinion is apparently being voiced by employers, faculty and nurses themselves. You carry insurance to protect your home, your car and your health. Why not your career?

For more information please go to www.nso.com. If you would like to discuss professional practice issues you may also call Susan King or Jordan Ferris at the ONA office 503-293-0011.

