The ONA negotiation team met with representatives of the hospital on Dec. 3 and Dec. 17 for full day work sessions. We continue using an Interest Based Bargaining (IBB) approach, which encourages open conversation rather than just passing of proposals back and forth.

On negotiation days, we started by reviewing language changes from the prior sessions, coming to consensus and creating tentative agreements (TA’s).

Both teams believe that the new contract language reflects the discussions we had previously and the language changes were passed by consensus.

These are our first TA’s and will be detailed below. On the Dec. 17, after we reached consensus on the language changes, we dove into discussions about the New Graduate Residency program and then started discussion on financial items.

TA’s:

Article 3 – Language change: changing “occasional nurse” to “per diem nurse.”

This is simply a language change to reflect the actual practice at the hospital.

Article 3/6 – Seniority changes to reflect that per diem nurses will earn seniority in years that they fully meet the per diem work requirements. These will be reviewed annually by their department managers. Per diem nurses will not lose previously accrued seniority in years that they don’t accrue.

Article 3/6 – A Float nurse full-time equivalent (FTE) will be reinstated on the day shift.

Article 6.8.7 – removed “involuntary” from this paragraph. All low census will count towards the cap, only nurses who volunteer may be low censused above the 25 percent cap. Also, clarified that issues involving administration of the low census will first go to PNCC and then to labor management if they cannot be resolved by the PNCC.

Article 6.8.6-6.8.9 – Nurses who are not needed in their home units but are needed in other units during surge, may be assigned work in other units based on their skills and competencies prior to
IBB Progress

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being sent home low census. We hope that these changes will allow us to help our coworkers and patients in other units when critical changes in census occur. Hopefully, this change, coupled with the return of a day shift float position, will help all of our members.

**Article 8** – Changes the due date for paid time off (PTO) requests for a week or more. These requests must now be in by Jan. 9, 2021 for the year running March 2021-February 2022. If you are planning a vacation in 2021, get those requests in ASAP!!!

After agreeing to the above TA’s we started our negotiations about the New Grad Residency program and then, after lunch, economic issues.

We were able to have robust discussion about these issues, presenting our priorities and brainstorming with the hospital potential solutions. Two agreements we are close on include increasing the “protected time” of new grad nurses hired into specialty units from three months to four-six months.

The PNCC will also be partnering closely with Clinical Education on this program to provide oversight and support for our newest members. In the financial arena, we were able to come to agreement to remove the word “relevant” in Appendix A as it pertains to the evaluation of nursing experience at hire.

This means that nurses who were given no or only partial credit for experience outside of the hospital setting will be re-evaluated (pending ratification of a full agreement).

The rest of our discussion on economics highlighted the priorities of call pay and general across the board increases. We have not made proposed changes to other differentials as we believe those are on par with the market and are comparable with rates throughout the state.

Honor Your Lost Colleagues - Get Your Pin

Our ONA team designed pins to honor and remember colleagues who were lost this last year. A supply of pins were left with each department. Contact your ONA rep if you need more.

**Our Next PNCC Meeting: Dec. 29 at 4:30 p.m.**

The meeting will follow the 4 p.m. Hospital Nurse Staffing Committee meeting.

A formal agenda will be sent to PNCC members ahead of time but one item we know will be discussed is the New Grad Residency program. All nurses are invited to attend and observe the meeting. If you have an item you would like discussed, please send an email to Becky Wise, PNCC chair.