Oregon Nurses Association’s (ONA) bargaining team initially met April 24 to establish ground rules and exchange our first few proposals to kick things off. On May 8 we met in earnest to get all opening proposals exchanged. We meet tomorrow, May 22, and June 5 to continue negotiations and will meet in June for further sessions to be scheduled.

At our initial session we were introduced to the people from management’s bargaining team and reached agreement on the ground rules for how the negotiations will take place, Click Here or go to www.OregonRN.org/96 and follow the link.

**ONA Proposals**

**Click Here** to view ONA Proposals, or go to [www.OregonRN.org/96](http://www.OregonRN.org/96) and follow the link

**Day/Night Schedules:** Expanding the protection that Elliot House and Outreach nurses have to Pendleton that involves work schedules rotating from days and nights. Currently Elliot House and Outreach nurses have the ability to mutually agree with management to a special exception to rotate between days and nights but retain the right to switch back. We want this protection extended to nurses of all lengths of shifts like those at Pendleton.

**Weekend On-Call:** We’d like to address the issue of outreach nurses being mandated to work more than 2 weekend on-call shifts in any rolling three-month period. We need a larger incentive for management to avoid this happening by increasing the regular call rate and holiday call rate when mandating extra weekend on-call shifts.

**Minimums for On-Call:** Also, for outreach nurses we need for management to be more conscious of their use of nurse’s on-call time. We’re suggesting a minimum amount of time be paid for each time a nurse takes a call, rather than only being paid for time on the phone.

**Vehicles:** We conveyed that we very much need better access to vehicles for all Outreach nurses. Having staff told to share vehicles with other State of Oregon employees is not acceptable to properly perform our jobs. Management responded, and they said they are currently taking action on this to make sure every nurse has a dedicated vehicle.

**Vacation Approvals:** We want it clarified that if a nurse has a reasonable expectation that future accrued time will be enough for future requests off, you can get vacations approved.

**Staff Development:** We are asking for a greater investment in staff development. We would like to form a Professional Nursing Care Committees (PNCC) to determine some in-service education. We’d like nursing license fees to be reimbursed. We want psychiatric nursing curriculum to be reimbursed to help our Pendleton Cottages nurses with the very specific work that they do. We asked for the fund for tuition assistance to be substantially increased to help fund more of our members pursuing BSN/MSNs.

**Grievance Process:** We would like to be able to take grievances directly to Step 2 if ONA and management mutually agree that would make better sense.

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ONA Proposals (continued from page 1)

In some unique cases the direct manager at a Step 1 grievance does not have the power to fix the grievance such as a payroll error, and it makes more sense to go directly to Step 2.

Management proposed 1.68 percent cost of living increase for July 1, 2019 and 1 percent for 2020. They asked for a four-year contract, with a midterm negotiation for the third and fourth year cost of living increases.

Management did not have a proposal on PERS yet as they are waiting on what will happen in the legislature regarding PERS which ONA has sent other updates on that currently has become very high risk for major harm. We’re asking more nurses to send in testimony on this issue.

Management proposed no cuts or improvements to health insurance.

They would like to put employees who transfer between agencies/institution laterally to enter a new trial service period putting them subject to termination without just cause when they have already passed a trail service period working for the State of Oregon at a different facility. They also want the right to extend trial service periods at their discretion.

Management would like to update our contract benefits to reflect expansions across the state for who is eligible for Bereavement Leave. It will include spouse’s parents or parents that stood in loco parentis, aunts, uncles, nieces, nephews which is greater than previously was guaranteed in our contract.

Lastly, we signed a new Pay Equity Letter of Agreement (Click Here, or go to www.OregonRN.org/96 and follow the link) to make sure that management follows the new Oregon law that allows nurses to apply to have their pay level reviewed and potentially changed to achieve equity with nurses with the same levels of experience. We encourage nurses to contact HR and your ONA representatives if you have questions on submitting an application for adjustments.

Upcoming 2019 Bargaining Sessions: May 22 & June 5

All sessions generally run 9 a.m. to 5 p.m., (but may have delays in start time, and/or end early)

Location: ONA office 18765 SW Boones Ferry Rd., Suite 200, Tualatin, OR 97062

Please mark your calendars for our remaining negotiation sessions. We’d love as many nurses as possible to attend in person if you are available any of the days of negotiations to support our bargaining team as an observer. We hope every member can find a way to stay connected with negotiations throughout the process. We also hope you will talk with your bargaining team representatives about what is important to you to improve your workplace.

ONA Bargaining Team:
Amber Cooper, ONA Lead Negotiator
Clare Chevalier, SACU-Eliot
Marcie Fitzgerald, Pendleton Cottage
Lori Gruenwald, SACU-Outreach

State of Oregon Management Bargaining Team:
Debbie Pillsbury Harvey, DAS/LRU Lead Negotiator
Krystina Kous, DAS/LRU
Chip Killen, OSHSC/PC
Billy Martin, OHS/SACU
Bryan Wier, DHS/SACU
MaryAnna Gordon, DHS/SACU
Cindy Hoffman, DHS