

**ONA/STC-B
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Negotiations Continue

Negotiations resumed on Tuesday, Feb. 21 and Wednesday, Feb. 22. Your ONA team is committed to ensuring that Bend is able to retain the nurses currently working, recruit the nurses needed to fill the 300 open positions, and build a nursing workforce for the future. Safe, quality patient care is dependent on our success. Our community is depending on our success.

The past two days, your ONA team completed a more comprehensive set of proposals for Article 8 and a comprehensive set of proposals for Article 7 based on your priorities. At this time, we now have sets of proposals on:

- Article 2- Association Representative
- Article 7 – Hours of Work
- Article 8 – Compensation
- Article 9 --Earned Time Off
- Article 12-Health and Welfare
- Article 13 – Professional Development
- Article 14 –Professional Nursing Care Committee (PNCC) and Staffing
- Article 16 – General Provisions (Successorship)

We made the following proposals in [Article 9](#) and [Article 12](#):

- An increase of 25% accrual of ETO on all paid hours with no 2,080 annual cap
- For our Benefits proposal, we proposed that the Hospital pay:
- 100% of the premium for employees working between 60-80 hours,
- 90% of the premium for

employees working between 48-59 hours, and

- 85% of the premium for employees working between 40-47 hours.
- Employees who opt out of insurance will be paid a lump sum of money equivalent to what the hospital saves by not having to pay their premium.
- For any nurse enrolled in the CDHP, the hospital will contribute the IRS maximum to their HSA.
- Nurses who retire after 15 years will still be able to receive the same health benefits.

Last week we shared with you the Hospital's presentation from the Analysis Group. Remember, they told you that it is unreasonable to expect your wages to be sufficient to afford a median priced home in Bend, or to have a decent rental unless you have a roommate. They told you that if you want to be able to afford a median priced home, you should partner with someone who makes 140% more than you do. And since you can golf and ski in Bend, that is actually part of your employment compensation.

The PhD economist did not dispute our calculations, only our belief that our

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Negotiations

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wages should be adequate to allow us to live in Bend. If that is not astonishing enough, the PhD economist that gave the presentation failed to mention the basic laws of supply and demand. [Click here](#) to view the economist's presentation.

Here is what nursing supply and demand looks like in Bend according to the hospital's data as of November 2022:

There are ~300 open nursing positions. At the time of this reporting, the Hospital had only 94 of them posted. Of those 94 posted positions, 45 have had zero applicants.

- Float Nurse: Vacancy – 83%, Missed Breaks in 2022 – 453
- OR: Vacancy – 41%, Missed Breaks in 2022 – 693
- O/N: Vacancy – 39%, Missed Breaks in 2022 – 4866
- ICU: Vacancy – 36%, Missed Breaks in 2022 – 1569
- Cath Lab: Vacancy – 35%, Missed Breaks in 2022 – 739
- MSVS: Vacancy – 33%, Missed Breaks in 2022 – 7198

- Sage View: Vacancy – 22%, Missed Breaks in 2022 – 354
- Lactation: Vacancy – 22%, Missed Breaks in 2022 – 239
- PACU: Vacancy – 21%, Missed Breaks in 2022 – 1345
- ED: Vacancy – 17%, Missed Breaks in 2022 – 2138
- Rehab: Vacancy – 14%, Missed Breaks in 2022 – 499
- FBC: Vacancy – 13%, Missed Breaks in 2022 – 2849
- PES: Vacancy – 10%, Missed Breaks in 2022 – 95
- PCU: Vacancy – 10%, Missed Breaks in 2022 – 693

The monetary value of reported missed rest breaks from January through November 2022 alone was \$1,672,577.35. This is wage theft! The monetary value of reported missed lunches from January through November 2022 was \$729,377.45. This is a violation of Oregon state law!

STC-B Town Hall

Save the Date

Date: Wednesday, March 8, 2023

Location: STC-B Conference Rooms C & D

SESSION 1: 6:00 to 6:45 p.m.

SESSION 2: 7:30 to 8:15 p.m.

Receive updates and ask questions post February negotiations.

