Tentative Agreement for Nurses at Tuality!

On Thursday, Feb. 2, 2018, our Oregon Nurses Association (ONA) bargaining team reached a tentative agreement with Tuality Community Hospital administration for a new contract through March 2020, pending our ratification vote on Monday, Feb. 12.

There are many wins to discuss, but the biggest breakthrough was break relief nurses in all inpatient units on all shifts—the first staffing arrangement of its kind in the state of Oregon!

Our top priority is quality patient care, and better staffing is the best way for us to improve the care we provide. A key component is having enough staff to ensure nurses can take their rest and meal breaks. In the ONA pre-bargaining survey, only 21 percent of nurses reported being able to consistently take uninterrupted rest breaks, with the remainder of nurses saying breaks were possible only sometimes, rarely, or never during the majority of their shifts.

Studies—and our personal experiences—demonstrate that rested nurses are safer, more effective, and have higher job satisfaction. It’s clear breaks are a critical component of improving patient outcomes and retaining great nurses.

We’ve known for a long time the buddy system does not work; we will not sacrifice immediate patient care needs nor are we...
willing to double a coworker’s load. We think it is administration’s responsibility to ensure adequate staffing so we can safely take breaks—the onus to take a break can no longer be put on nurses’ backs. The best way to guarantee consistent, uninterrupted breaks is to allocate a nurse whose sole responsibility is covering the patient load of breaking nurses.

Our ONA bargaining team made a proposal for dedicated break relief nurses, and nurses demonstrated collective support throughout the hospital. We made it clear that nurses at Tuality stood united for breaks, and we won!

We will work with administration to ensure the break relief nurse program works, but the contract now guarantees we get all rest and meal breaks, and that’s what matters.

Administration also agreed to work on level loading in departments not included in the break relief nurse program, i.e., the post-anesthesia care unit (PACU), day surgery, Tuality outpatient surgery (TOPS), the operating room (OR), and the catheterization laboratory (cath lab) to ensure break coverage for these nurses.

Break relief nurses will receive a $3.00/hour differential.

Other major wins in the tentative agreement:

- 2% wage increases upon ratification, and 2.5% in 2019.
- A new labor management committee (LMC), which gives us a stronger voice in workplace issues.
- Guaranteed education leave (2000 hours), which includes per diem nurses for the first time.
- Nurses taking a 10-hour work break are no longer required to use paid leave hours (PLH).
- Ability to schedule vacations a year in advance.
- Short shift incentive will be available to all units, including emergency department (ED) and per diem nurses (who work 24 hours in that pay period).
- Clearer low census language.
- Traveler nurses will be low censused before per diem nurses.
- Many decisions that used to be the sole discretion of the chief clinical officer (CCO) are now unit-based.
- The ability to cash out PLH in an emergency.
- Bereavement leave extended to include more family members.
- Resource nurses now have a defined role.
- Nurses in surgical services will be eligible for overtime even if evening or night shifts are created.
- Nurses can now work consecutive weekends if they choose.
- Ability to make up hours in a holiday week if your department is impacted.
- Nurses for whom standby is required will now be paid $5.00/hour.
- “Ghost steps” added to the wage scale so new hires don’t have to wait as long at three years to get a wage increase via a step.
- Evening, night, and weekend shifts are now defined.
- Night shift is now defined as beginning at 9 p.m.
- Relief charge nurses will get a $2.25/hour differential.
- Nurses are eligible for a pay review after their first 90 days.
- Resource nurses are eligible for certification pay.
- Certification bonuses are now $1,800/year for full-time nurses, $900/year for part-time nurses.
- Our contract will expire on March 31, 2020, the same time as the ONA/OHSU contract. This will allow nurses at both facilities to unite and fight together, which will make us stronger.

MEMBERSHIP MATTERS

For a Better Bargaining Unit and a Stronger Voice for Nurses at Tuality

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Changes in Cath Lab and Family Birth

On Thursday, Feb. 2, 2018, Tuality human resources (HR) contacted ONA and told us they would hold mandatory meetings that same day in the cath lab and family birth to announce “right-sizing” of those departments.

Although Tuality administration sometimes has the ability to reorganize departments, we have rights through our union, and administration has to abide by a specific process that is equitable. The next step is to meet with HR and work out the best possible scenario that is upheld by our contract.

We are a union, and an injury to one is an injury to all. As union members, we stand with the nurses who may face difficult news and decisions in the coming weeks.

Our “Reduction In Force” rights are laid out in Article 16 of our contract, but here are some bullet points:

- Tuality administration must notify ONA at least 21 days in advance of a layoff.
- Layoffs are in reverse order of seniority, in the following order:
  1. By shift of the affected unit.
  2. By unit (if there aren’t multiple shifts or if an affected nurse has more seniority than a nurse on another shift of that unit).
  3. In the hospital (if an affected nurse has more seniority than another nurse in the hospital and is qualified for that position).
- We have recall rights for six months after layoff, and retain seniority, benefits, etc.
- Recall rights will be in reverse order of layoffs.

In the six months following a layoff, no per diem nurses can be assigned to the shift on the unit where the layoff occurred.

You can read the full text of Article 16 of our 2016-2017 contract on our bargaining unit webpage.

Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email. We’ll update our records to ensure you don’t miss future ONA emails.

Fixing Problems So You Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.

2. **Email ONA:** If there are no ONA emails in your junk/spam/clutter folder but you’re still not getting emails from ONA, simply email us at News@OregonRN.org, and include your name, personal email address, and the facility where you work in the body of the email.
JOIN ONA AT 2018 CONVENTION AND HOUSE OF DELEGATES, APRIL 18-20

What if every Congressperson was a nurse? It would be just like ONA’s House of Delegates!

ONA invites you to bring your voice and perspective to the ONA Convention and House of Delegates (HOD), held April 18-20, 2018 in Bend.

The HOD is ONA’s Primary governing body. As a delegate, you will hear from ONA’s Board of Directors, Cabinets, Constitution Associations and other leadership groups and discuss and vote on resolutions, amendments and other initiatives.

We need both experienced and first-time delegates to join us in Bend for ONA’s 2018 House of Delegates, so sign up now!

Delegates pledge to register for and attend ONA’s House of Delegates on Friday, April 20 but delegates and other nurses are invited to register to attend ONA’s continuing education days, April 18-19. The CE days will include continuing education workshops, sessions, hands-on learning and community service opportunities centered around nurse advocacy.

Travel, lodging and education reimbursements may be available. Please see your bargaining unit or constituent association rules on how to apply for reimbursement.

Questions? Contact ONA Chief of Staff Whitney Wong, via email at Wong@OregonRN.org or phone at 503-293-0011, ext. 1325.

Becoming a Delegate is Simple!

Follow these three simple steps*

Step 1: Go to the ONA website: www.OregonRN.org/Delegate
Step 2: Complete your Delegate Nomination Form
Step 3: Register for ONA’s HOD and Convention

*If there are more delegate submissions than open seats, an election may be held to determine delegates.

www.OregonRN.org/Delegate