



Oregon Nurses Association
Bargaining Update Newsletter

Columbia Memorial Hospital (CMH) Bargaining Update No. 1

March 31, 2016

ONA / CMH

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In this issue

- Contract Negotiations Begin – Pages 1-2
- Help Us Get a Good Contract!, CMH Team – Pages 1-2
- Update Your Contact Information – Page 2
- ONA Proposals – Pages 3-4
- Unit Representative Training – Page 5
- OCEAN-ONA's Continuing Education for Nurses – Page 6
- ONA Convention – Page 6

Contract Negotiations Begin Nurses Ask for a Stronger Voice at CMH

Negotiations for a successor to our contract with Columbia Memorial Hospital (CMH) opened Wednesday, March 30 on the 3rd floor of the CMH Pavilion. Your Oregon Nurses Association (ONA)/CMH negotiating team proposed negotiating ground rules, which were generally acceptable to CMH, including a set of pre-agreed dates upon which the parties will meet to confer. ***Nurses are encouraged to attend the negotiations sessions as observers and in support of the proposals made by the ONA/CMH team.***

The sessions take place at the CMH Pavilion on the dates shown on Page 2. We'll get you notice of the exact locations within the Pavilion as it becomes available.

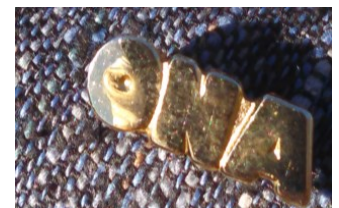
Thanks for taking the bargaining survey! In response to the survey, we proposed a major overhaul of the shared governance system at CMH, to give nurses more meaningful opportunities to participate in decision making about how we provide care for our patients. In particular, we proposed the creation of unit-based nurse

Continued on page 2

Help Us Get A Good Contract!

Nurses can support the efforts of your ONA/CMH negotiating team and the proposals we are making for your benefit by showing CMH supervisors, managers, and administrators that we care about their response. Right now we are keeping that low key, but your participation counts. ***So, if you have a little gold ONA pin, please wear it every day you work. If you don't have a little gold ONA pin, please check-in***

with one of the negotiating team as soon as possible.



We know you feel strongly about some of the proposals we'll make in negotiations. As negotiations progress we'll let you know how you can help. First off, ***please plan to stop by our all day membership meeting at CMH on Friday, April 22.***

Continued on page 2

Contract Negotiations Begin Continued from page 1

practice committees (UBNPC), led by staff nurses, that would have primary responsibility for reviewing and updating unit staffing plans. The plans would then be subject to the approval of the hospital staffing committee (HSC), which is made up of 50 percent staff nurses. UBNPCs would be paid for time spent on HSC work, and also have funding and support to address nursing practice goals, scheduling issues, and other initiatives.

The CMH Bargaining Team

Jackie Damm – CMH Outside Counsel
 Trece Gurrad – CMH Vice President - Patient Care Services
 Lucy Dupree – Organizational Development/HR Director
 Stephanie Brendan – CMH Vice President - Finance
 Jarrod Karnofski – CMH Vice President of Ancillary Services

Your ONA/CMH negotiating team also made proposals addressing workload, including pay for missed breaks,

an increase in pay for missed meals and time for donning and doffing special clothing.

Upcoming Negotiation Sessions

March 30 at 9 a.m.-12 p.m.
 April 6 at 9 a.m.-1 p.m. and 2-5 p.m.
 April 20 at 2-5 p.m.
 April 27 at 9 a.m.-12 p.m. and 1-5 p.m.
 May 4 at 9 a.m.-1 p.m. and 2-5 p.m.
 May 18 at 9 a.m.-12 p.m. and 2-5 p.m.
 May 25 at 9 a.m.-12 p.m. and 1-5 p.m.

We also proposed an end to mandatory shift rotation to add more consistency to our family and sleep schedules. We avoided the heavy money issues for this initial session. Please see Pages 3-4 for a complete listing of proposals we made. CMH did not make any proposals on this date. However, all initial proposals must be made by the third bargaining date.

Help Us Get A Good Contract! Continued from page 1

Exact times and locations will be announced soon. Also, your quick response to some short bargaining surveys we'll send out over the course of negotiations will ensure that we make the right proposals for you at the bargaining table.

Membership Meeting

Friday, April 22

Exact times and locations will be announced soon.

PLEASE UPDATE YOUR CONTACT INFORMATION

Together we can make sure everyone is involved and stays informed!

Please update your contact information, especially your address and personal email, as soon as possible. Your team is encouraging all nurses go to www.OregonRN.org and click on

Update Your Information under the green Membership tab at near the top of ONA's home page to provide ONA with updated information and ensure all messages get through in a timely manner.

ONA Proposals

Contract Section	Proposal Date	Area	Substance
A1, S2	3/30/16	Bargaining Team Pay	Hospital to pay ONA/CMH negotiation team for time spent in negotiations.
A1, S7	3/30/16	New Positions	Hospital to inform ONA/CMH of any new RN positions.
A4, S2	3/30/16	Personnel Categories	Eliminate the word "regularly" from all definitions.
A4, S2	3/30/16	Personnel Categories	Make exceeding personnel status maximum voluntary for relief and intermittent nurses.
A4, S2	3/30/16	Personnel Categories	Eliminate requirement of relief nurses to submit availability.
A6, S1	3/30/16	Work Schedule	Pay nurses for missed breaks.
A6, S1	3/30/16	Mandatory Missed Meals (MMM)	Increase MMM pay from \$10 to \$40 per day.
A6, S1	3/30/16	Special Clothing	Clarify 7-minute allowance for donning and doffing.
A6, S1	3/30/16	Shift Rotation	Disallow rotation of shifts greater than one hour.
A11, S1	3/30/16	Locator or Tracking Devices	Not to be used for evaluation or disciplinary purpose except fo illegal activity.
A11, S1	3/30/16	Locator or Tracking Devices	Association to receive product manual.
A11, S1	3/30/16	Locator or Tracking Devices	Association right to reliability data upon request.
A13, S9	3/30/16	Workers Compensation (WC)	CMH to continue to provide insurance benefits while nurse is on approved WC leave.
A18, S1	3/30/16	Labor/Management Cooperation	Create labor/management cooperative committee.
A18, S1	3/30/16	Labor/Management Cooperation	Structure: four administrative staff., four staff nurses chosen by ONA/CMH.
A18, S1	3/30/16	Labor/Management Cooperation	Meetings: bi-monthly.
A18, S1	3/30/16	Labor/Management Cooperation	CMH to make reasonable efforts to accommodate nurses' attendance.
A18, S1	3/30/16	Labor/Management Cooperation	CMH to take minutes which are subject to committee approval.
A18, S2	3/30/16	Professional Nursing Care Committee (PNCC)	Eliminate administration participation on PNCC.
A18, S2	3/30/16	PNCC	Define members as chairs of unit-based nurse practice committees (UBNPCs).
A18, S2	3/30/16	PNCC	PNCC members to serve as liaison to staffing committee.
A18, S2	3/30/16	PNCC	Provide for PNCC training of UBNPCs.
A18, S2	3/30/16	PNCC	Provide for PNCC oversight of and resolution process for UBNPCs.

Continued on page 4

ONA Proposals *Continued from p. 3*

Contract Section	Proposal Date	Area	Substance
A18, S2	3/30/16	PNCC	Chief nurse to respond to PNCC recommendations on UBNPC issues within 30 days.
A18, S2	3/30/16	PNCC	Allow pay for PNCC members' outside work.
A18, S2	3/30/16	PNCC	CMH to provide 40 hours of administrative support to PNCC.
A18, S3	3/30/16	UBNPC	Establish UBNPCs.
A18, S3	3/30/16	UBNPC	Establish UBNPC membership as maximum of one administrative personnel and maximum of 10 percent of the nurses on the unit, with minimum of two staff nurses.
A18, S3	3/30/16	UBNPC	Establish UBNPC selection process as selected by nurses on unit according to charter.
A18, S3	3/30/16	UBNPC	Establish UBNPCs orientation program.
A18, S3	3/30/16	UBNPC	Each patient care area will be represented by a UBNPC.
A18, S3	3/30/16	UBNPCs	Establish UBNPCs functions to include staffing plan adjustments, nursing practice recommendations, contract adherence recommendations, and scheduling recommendations.
A18, S3	3/30/16	UBNPCs	Staff nurse will chair all UBNPC meetings.
A18, S3	3/30/16	UBNPCs	Each UBNPC member shall be paid up to four hours per month for meetings and for relevant work done outside of meeting time that is preapproved by the member's manager.
A19, S1	3/30/16	Earned Leave (EL)	Provide that EL is meant to offset scheduled hours (including approved extra shifts), not "regularly scheduled" hours.
A19, S1	3/30/16	EL	Eliminate 80-hour (full-time) and 64-hour (part-time) caps on per pay period use of EL.
A19, S8	3/30/16	EL	Add customary differentials to payout of leave when nurse switches from full- or part-time to relief or intermittent/casual.
A22, S5	3/30/16	Credentials	Eliminate one-day cap on paid time for elective credential renewal courses
A22, S6	3/30/16	Certifications	Make bonus annual.
A22, S6	3/30/16	Certifications	Clarify that bonus will be paid for each applicable certification held.
A29, S1	3/30/16	CMH Medical Care Discounts	Eliminate requirement to inform Patient Financial Services of eligibility for discount.
A33, S2	3/30/16	Charge Differential	Increase from \$1/hr. to \$3/hr.
A33, S3 & S4	3/30/16	Lead Assignments	Create \$2 differential for lead work.

Join Us! ONA Unit Representative Training



9 a.m. to 1 p.m., Saturday April 2, 2016

**1190 S. Downing St.
Seaside, OR**

Oregon Nurses Association (ONA) unit representatives are nurses who help other nurses navigate employment at their facility. ONA unit representatives help new nurses get acclimated to life on the job, answer questions about employment and contract issues, organize unit nurses around issues of concern, disseminate information about ONA activities, and assist nurses with contract and disciplinary issues.

ONA unit representatives help our units function more efficiently by helping to solve problems and resolve issues in an orderly and professional manner.

Our contracts recognize the value of all nurses' right to come to each other's mutual aid and assistance. You can turn to your unit representative for assistance in a wide variety of situations concerning your career, your unit or

nursing in general. **No one knows what you're going through like the nurse who works on your unit!**

We'd like to have more unit representatives to support the needs of our membership. We'd like to have a unit representative available on each unit and every shift! If you see the need on your unit and want to help, please reply today.

ONA will provide a 4-hour unit representative training program for ONA nurses from 9 a.m. to 1 p.m., April 2.

Morning refreshments and lunch are provided.

If you are interested in attending the training session, **please contact ONA labor relations representative Sam Gieryn at gieryn@OregonRN.org.**

ONA 2016 Convention and House of Delegates

Lead by Example: Ethical Nursing Practice April 11-13, 2016, Seaside, OR



Join us this spring for the Oregon Nurses Association 2016 Convention and House of Delegates, titled “Lead by Example: Ethical Nursing Practice.” The convention will be held April 11-13, 2016, at the Seaside Civic and Convention Center in Seaside.

Monday, April 11, will be a half-day nurse staffing workshop. featuring presentations and information to help nurses better understand the updated Oregon hospital nurse staffing law and improve staffing in their workplace. Tuesday, April 12, is a full day of continuing education sessions with topics ranging from the use of social media, nurse advocacy, collective bargaining tools and skills, effective communication, ethics in nursing, nurse leadership and more. Wednesday, April 13, will be the ONA House of Delegates.

Continuing Education

Learners can earn up to 9.5 continuing nursing education contact hours.



Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Registration will be open through April 4, 2016.



Register today at www.OregonRN.org



As part of ONA’s ongoing efforts to best serve our members and every nurse in Oregon, we are excited to present OCEAN (Oregon Continuing Education Activities for Nurses) online continuing education. It is available at: www.OregonRN.org

Featuring courses on topics such as:



Health Effects of Climate Change



Hospital Nurse Staffing



Medical Marijuana for Pain



How Laws are Made in Oregon

This new learning environment provides continuing education (CE) opportunities to ONA members and nurses across the region, in a convenient and user-friendly format. The OCEAN system features:

- Self-paced, independent learning modules, covering a broad range of topics and encompassing all levels of nursing practice
- CE that is conveniently accessible 24 hours a day
- The ability to house each learner’s CE history for easy access and retrieval

You can find out more about using OCEAN online CE by visiting the ONA website, www.OregonRN.org.

We encourage you to enjoy the courses currently available and be sure to check back regularly as more courses are added.