



## Oregon Nurses Association (ONA)/Columbia Memorial Hospital (CMH) Tentative Agreement Summary

Contract Section	Area	Tentative Agreement*
A4, S2	Personnel Categories	Eliminate the word "regularly" from all definitions and define the parameters of hours the nurse may be scheduled per pay period as: Full-time -72-80, Part-time – 40-71, Relief – 0-40 (min. eight per month)
A4, S2	Relief and Intermittent RNs	Make exceeding 40 hours per pay period voluntary for relief and intermittent nurses
A4, S2	Relief RNs	Eliminate requirement of relief nurses to submit availability. Relief nurses will be scheduled in the same way as part-time nurses.
A4, S2D	Reclassification Based on Hours	If a part-time nurse averages 72 or more hours per pay period for more than six months, the nurse shall be offered reclassification to full-time status prior to posting a full- or part-time position.
A4, S2F	Reclassification Based on Hours	Lengthen period in which relief/intermittent nurses must work in excess of status before reassessing and posting position from three to six months.
A4, S2F	Intermittent RN Requirements	An intermittent/casual nurse must submit work and/or call availability for at least three open shifts in a rolling six month period, and must submit availability to work two holidays per year to maintain employment. Administration may waive this requirement for good cause.
A6, S1	Special Clothing	Allow seven minutes allowance for donning and doffing at the beginning and end of the shift.
A6, S1	Shift Rotation	Applies to full- and part-time nurses. Rotation is voluntary unless assigned to the least senior nurse on the unit who possesses the necessary skill and experience.
A6, S1	Mandatory missed meals (MMM) premium	Nurse shall contact a manager or supervisor immediately (or as soon as possible if engaged in urgent/emergent patient care need) if no meal by the 4.5 hour mark. \$10 bonus if no meal began by the 6.5 hour
A7	Floating	Eliminate requirement for CMH to minimize floating.
A8	Requests Off	Increase minimum request notice from two weeks to four

		weeks. Impose maximum notice of 12 months.
A8	Requests Off	Require employee to include statement that they will have sufficient earned leave (EL) on request form
A8	Requests Off	All requests for more than 6 days shall be posted in the department for 14 days. Other nurses may utilize their seniority bump during the 14-day posting period.
A8	Requests Off	Shorter length requests are first-come, first-served. Seniority bump can be used when nurses submit on the same day.
A8	Requests Off	Manager shall respond within three days after posting period.
A8	Requests Off	Denied requests shall be held open and shall be first in line for approval if operational needs permit approval of the request.
A8	Requests Off	Increase frequency of allowable seniority bump use from once in two years to once per year.
A8	Requests Off	Vacations once approved will not be bumped or rescinded by the CMH unless the nurse does not have enough EL available to cover the time off as required under Article 19.
A9	Job Postings	Reduce posting period from 10 to 7 days. Temporary positions are also posted for seven days and nurses will receive notice of receipt of application.
A9	Job Postings	Make online posting sufficient. Remove requirement to post at time clocks.
A9	Job Postings	Require applications to be made online, rather than in writing.
A11	Nurse Safety	Date from the surveillance cameras, locator devices or tracking devices will not be the sole determining factor for employee evaluation or disciplinary action.
A11	Nurse Safety	Delete contractual requirement to meet "minimum staffing levels as required by ORS 441.162".
A11, S1	Surveillance, locator or tracking devices	Allow use for discipline and evaluation but will not be the sole determining factor for discipline or evaluation.
A13, S2	Military Leave of Absence	Military leaves will be provided in accordance with applicable law and hospital policy.
A13, S3	Compassionate Leave	Compassionate leave shall count toward Oregon Family Leave Act bereavement entitlement.
A13, S4	Family and Medical Leave	Protected family leave will be provided in accordance with applicable law and hospital policy. Preserved nurses right to reserve 120 hours of leave while on family medical leave.
A18, S1	Professional Nursing Care Committee(PNCC)	Membership is changed to eight direct care nurses, five administration nurses. Chair is a direct care nurse.
A18, S1	PNCC	Define direct care members as chairs of unit-based nurse practice Committees (UBNPCs) or elected representatives
A18, S1	PNCC	Unresolved UBNPC issues may be forwarded to the PNCC for further evaluation and discussion.
A18, S1	PNCC	Members to be paid two hours/quarter for meetings, three hours/quarter for outside work and additional hours with manager approval.

A18, S1	PNCC	CMH shall provide administrative support to schedule meetings, distribute agendas, and to record and distribute minutes.
A18, S1	PNCC	Set 30-day deadline for CMH to respond to PNCC recommendations.
A18, S2	Unit-Based Nursing Practice Committees (UBNPC )	Encourage establishment of UBNPCs with membership as maximum of one administrative employee and maximum of 10% of the staff nurses on the unit, with minimum of two staff nurses.
A18, S2	UBNPCs	Staff nurse will serve as UBNPC chair
A18, S2	UBNPC	UBNPC members will be selected by nurses on unit according to charter.
A18, S2	UBNPCs	Functions include collaborative process improvement and shared decision making. Each UBNPC to establish own goals and objectives.
A18, S2	UBNPCs	Each UBNPC member shall be paid up to two hours per month for meetings and outside work if outside work is pre-approved by manager.
A19, S1	Earned Leave	Require use of earned leave to cover all absences from shifts appearing on the monthly schedule, including traded shifts.
A19, S1	Earned Leave (EL)	EL must be used to cover any absence from the monthly schedule, including traded shifts. When requesting off, nurses must use sufficient leave in each pay period to maintain the minimum hours required for their position (40 hours part-time, 72 hours full-time)
A19, S1	EL	Increase the 64-hour (part-time) cap on per pay period use of EL to 71 hours.
A19, S8	EL	Add shift differentials to payout of leave when nurse switches from full- or part-time to relief or intermittent/casual.
A19, S10	Earned Leave	Use of EL for reasons other than those which qualify under the Oregon Paid Sick Leave law shall not be counted against the employee's Oregon Paid Sick Leave entitlement. Employer shall not be required to provide additional sick leave to employees who utilize all of their yearly allotment for reasons other than those which qualify under the Oregon Paid Sick Leave law.
A22, S1	Education	Clarify nurses' responsibility to maintain required education and competencies.
A22, S1	Education	Require CMH to make efforts to offer education during regular working hours.
A22, S1	Education	CMH shall provide nurses with timely information regarding mandatory continuing education requirements, choices for completion, and deadlines. Nurses are accountable to be informed of mandatory continuing education requirements, choices for completion, and deadlines.
A22, S1	Education	Defer to current CMH policy regarding reimbursements for education travel and expenses.
A22, S4	Specific Training	Defer to current CMH policy regarding reimbursements for education travel and expenses.

A22, S5	Credentials	Nurses must attend Hospital-sponsored course unless approved by nurse manager
A22, S6	Certifications	Increase certification bonus from \$750 to \$1,000
A22, S6	Certifications	Make bonus annual
A22, S6	Certifications	Only one certification will be eligible for bonus
A22, S7	Tuition/Certification Reimbursement	Require a "passing" grade for reimbursement of pass/fail courses. Purchased educational materials remain the property of CMH.
A22, S5	Credentials	Nurse may use paid education hours for the 2-day course for elective credential renewal courses
A23, S2	Health Coverage Premium sharing	Hospital will reclassify nurses for benefits purposes based on average of hours worked in the preceding six months.
A29, S1	CMH Medical Care Discounts	Clarify that nurse may inform patient services of eligibility via phone or email.
A30	Step Wage Schedule	Effective upon ratification: Start to Step 9: 6%; Steps 10-25: 3%; effective June 1, 2017: 2%; effective June 1, 2018: 2%.
A31, S7	Exemptions from premium pay	Add "Hospital" orientation to list of types of work that are exempt from consecutive day, RBS, and unscheduled shift pay.
A32	Shift Differentials	Evening shift to be paid for all hours 1500-2300, Night shift to be paid for all hours 2300-0700
A32, S2	Shift Differentials	Increase night shift differential from \$4.75 to \$5/hr
A32, S3	Shift Differentials	Increase weekend differential from \$2.50 to \$2.75/hr.
A33	PCC Differential	Increase differential from \$2/hr. to \$2.25/hr.
A33, S2	Charge Differential	Increase from \$1/hr. to \$1.25/hr.
A33	PCC Differential	The Hospital may assign nurses to the position of PCC.
A34	Preceptor Differential	Increase from \$1/hr. to \$1.50/hr.
A35	Dock Time	Allow dock status to apply to all scheduled hours that are canceled.
A35	Dock Time	Nurses scheduled but asked not to work due to census shall be placed on dock or dock/standby
A35	Dock Time	Clarify that all dock time counts as time worked for purposes of benefits and accruals.
A35	Dock Time	Set order of dock as 1. Nurses working at federal overtime rate, 2. Volunteers working at a premium rate, 3. Remaining volunteers by seniority 4. Agency nurses, 5. Intermittent Nurses, 6. Relief Nurses, 7. Full- and part-time and nurses.
A36, S1	Dock Standby/On-Call	Clarify that cancellation of any scheduled hours results in dock time or dock standby.

A36, S1	Holiday Dock/Standby	Increase from \$4.15 to \$4.70/hr
A36, S2	On-Call Limits	Unless mutually agreed between the nurse and CMH, on call hours are limited to a maximum of 168 hours per month
A36, S2	In-Call Pay	Increase from \$4.00 to \$4.15/hr
A36, S2	Min. On-Call Pay	Increase minimum call-in pay from 1 to 2 hours
A40	Strike/Lockouts	Add sympathy strikes to the type of strike prohibited during the term of the contract.
A42	Duration	3-year contract ending May 31, 2019
Addendum A	Alternate Shifts	CMH may change shift length when a majority of the unit votes to approve.
Addendum A	Alternate Shifts	Allow individual nurses to change shift length by agreement with CMH.
Addendum A	Alternate Shifts	Clarify that nurses working 10-hour shifts shall work 10.5 hours with one 15-minute paid rest period every four hours. One 30minute unpaid meal every eight hours worked.