



Oregon Nurses Association
Bargaining Unit Newsletter

April 1, 2015

St. Charles Medical Center - Bend Bargaining Update 1



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Negotiations Have Begun!

To kick off this years' contract negotiations, Bob Gomes Chief Executive Officer (CEO) welcomed the ONA and St. Charles Medical Center (SCHS) bargaining teams. He set a positive tone stating that he feels that ONA is a valued strategic partner. The positive tone set by Gomes seemed to remain throughout the day as the teams signed ground rules, exchanged many initial proposals

and even reached a couple tentative agreements (TAs).

Both parties presented initial proposals for language changes and known topics for bargaining as agreed to in the ground rules. The teams have agreed to have all proposals, including economic items exchanged by the end of the fourth bargaining session, April 21.

Highlights of the proposals each team presented at the first session include:

ONA proposed that nurses under investigation for serious misconduct be placed on paid administrative leave rather than suspended without pay until the investigation concludes. (Article 5.1.6)

SCHS proposed removing the caps on the number of variable shift positions and reducing the time off between a change in shifts. (Article 7.2.1)

ONA proposed that nurses cannot be disciplined based solely on data obtained by a time entry or locator system including meal and break attestation forms. (New Article 5.1.7)

SCHS proposed that introductory nurses will not have the right to file a grievance; they already do not have access to the grievance process for any disciplinary action issued. (Article 5.2.1)

ONA proposed additional language related to military leave which would allow a leave of absence greater than two weeks and also include language incorporating the Oregon Military Family Leave Act. (Article 10.2)

SCHS proposed elimination of current rest and meal period language to replace it with a statement that they will be consistent with the Oregon State Bureau of Labor and Industries requirements. (Article 7.7)

ONA proposed language which would provide for the creation of a mutually agreeable flow sheet and script for the staffing office to utilize. (Article 11.11.1)

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Highlights of proposals *Continued from page 1*

SCHS proposed that relief nurses be required to be on standby for a minimum of five shifts per month. (Article 7.11.1.6)

ONA proposed that nurses have a right and responsibility to refuse assignments for which they do not feel that they can safely perform under the Nurse Practice Act; the proposal includes a no retaliation clause. (New Article 14.3.1)

SCHS proposed that nurses who volunteered to cross train outside of their specialty may only be required to float out of turn for a period of twelve months at which time they can choose to discontinue cross training. (Article 7.16)

ONA proposed language to better support implementation of Professional Nursing Care Committee (PNCC) recommendations and provide them with appropriate technical support. (Articles 14.4, 14.5, 14.10)

SCHS proposed that nurses may be required to remain available on standby when the nurse is being sent home on low census at hospital's request. (Article 11.11.1, 2C)

The parties reached tentative agreement on two issues during our first session. Both parties brought proposals to alter Letter of Agreement six (LOA 6) related to postanesthesia care units (PACU) Mandatory Standby by removing the language in line eight regarding weekend day shifts being covered by short notice standby. The LOA 6 TA now provides for line eight to read "Open night shifts normally covered by scheduled staff will be covered by short notice standby."

We are very pleased to report that the second TA of our first session incorporated the language from our recent grievance settlement related to the charge nurse assignment LOA nine (LOA 9) of the contract. The parties agreed to include all pertinent language from the settlement into the Agreement.

The ONA bargaining team will be reaching out to unit reps across the house to discuss proposals that may have an impact on their specialty unit. We will

continue to provide weekly updates after each negotiation session. If you have any questions or concerns please contact a member of the bargaining team or ONA Labor Representative Courtney Niebel at 503-560-4668 and/or Niebel@OregonRN.org.

Nurses Day Meetings May 6!

On Nurses Day (May 6) ONA will host two meetings for bargaining unit RNs at St. Charles – Bend:

1130-1300 – Classroom F

1730-2000 – Classroom F

Light food and beverages will be provided at both meetings. The negotiating team will provide current update on bargaining. The meetings will also provide an opportunity to meet our new ONA Labor Relations Representative Courtney Niebel. ONA will also provide the most current information available on proposed changes to Oregon's hospital staffing law.

Save the date and join us on May 6!

Say thanks to your negotiating team



*Back row: Joe Sack, John Nangle, Judy Gage-Scott, Eric Morton, Angie Streeter, Alison Field, Courtney Niebel
Front row: Andrea Rombach, Lynda Coats-Sellers*