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## **Third Bargaining Session Completed**

Your ONA team completed the third bargaining session Tuesday, April 14. The team presented counter proposals to St. Charles' (SCHS) initial proposals and we engaged in some meaningful

discussions about outstanding issues. The teams were able to reach tentative agreements on three Letters of Agreement (LOA).

## **ONA Presented Several Counter Proposals**

- A compromise on SCHS' proposal to remove the ability to file a grievance from introductory nurses. ONA's proposal retains introductory nurses' right to file a grievance on issues other than discharge and maintains that introductory nurses should be provided specific reasons for termination in writing and have been previously coached (Article 5.2.1).
- ONA agreed to SCHS' proposal to alter the start time of a work period from Sunday at 0700 to Sunday at 0300 for payroll purposes with the addition of one clarifying line to explain that if the start of a shift occurs during a particular workweek then all hours during that shift will count toward that particular workweek (Article 7.1).
- We provided a counterproposal related to floating which agreed to include their proposed addition that "if a nurse volunteers to cross train to another unit outside their specialty, they may be required to float out of turn for a period of twelve (12) months." However, we sought clarification that nurses can give notice that they would no longer want to float out of turn after nine (9) months (Article 7.16).
- Your team counter proposed that Shared Nursing Pool (SNP) nurses be included in the order of call off third, after agency nurses and volunteers. SCHS had proposed SNP nurses be called off second, after agency nurses only. ONA also agreed to allow SCHS to mandate up to two nurses per unit to be on standby for their regularly scheduled shift (or remainder if cancelled mid shift) but not allow an unlimited number of nurses to be mandated for standby if cancelled.

## Counter Proposals Presented *Continued from page 1*

The team also included a process for placing nurses on standby if cancelled mid shift which was not previously addressed in the Agreement. We also sought to provide some predictability for nurses placed on standby and included language that states “the length of time they are required to be on standby shall be determined at the time the

nurse is placed on standby and shall not be altered except to be placed on full call off.” ONA maintained our initial position on language that would allow the Hospital and Association to mutually agree to a flow sheet and script for the staffing office to make sure that contract language is being implemented as intended (Article 11.11.1)

## Administration’s Proposal

### **SCHS did not provide specific counterproposals to ONA’s initial proposals but rather presented a package proposal on all of Article 7 Hours of Work.**

A package proposal essentially bundles together more than one section of the contract and acts as a take-it-all-or-leave-it-all proposal. SCHS provided ONA with the following package proposal for consideration:

- Article 7.1 Workweek – altering the start time of a work period from Sunday at 0700 to Sunday at 0300 for payroll purposes with the addition of one clarifying line to explain that if the start of a shift occurs during a particular workweek then all hours during that shift will count toward that particular workweek as ONA proposed.
- Article 7.2.1 Variable Shift/Unit Position – altering language to remove the cap on how many variable shift positions can be posted and reducing the number of days off between a change in shift from four days to two. As proposed by SCHS at our first session.
- Article 7.7 Meals and Breaks – back to current language – SCHS had previously proposed deletion of the language entirely with only a reference to Bureau of Labor and Industry regulations. ONA had previously proposed expansion of the meals and breaks language (see last week’s update from session two).
- Article 7.8.1 Self-Scheduling – back to current language: ONA would need to withdraw our

proposal to expand self scheduling process to all units that choose to do so.

- Article 7.11.1.1 Minimum Number of Hours – SCHS would withdraw its proposal to add five (5) standby shifts to the minimum requirements for relief nurses but would increase the minimum total hours from three (3) to four (4) shifts for twelve (12) hour nurses and from four (4) to five (5) shifts for eight (8) hour nurses.
- Article 7.11.1.6 Position Review – would agree to include LOA 2 Position Review in the body of the contract as ONA had previously proposed.
- Article 7.14 Consecutive Work Hour Limitation – back to current language; ONA would need to withdraw our proposal to add line “or as defined by staffing law.”
- Article 7.16 Floating – include the line proposed by SCHS regarding floating out of turn for a period of twelve (12) months but stated that the Staffing Committee voted on the recommendation that notice can be provided at twelve (12) months, not at nine (9) months as ONA had been seeking.

**Your ONA team told SCHS that we didn’t feel there had been enough discussion on the individual issues contained in Article 7 to accept the package that they had proposed.**

We expect more dialogue on the issues in upcoming sessions.

## Tentative Agreements Reached During Session

### Our third session produced tentative agreements on the following Letter of Agreements (LOAs):

- LOA 8 Sage View Call Off Schedule – ONA and SCHS agreed to remove language from the LOA that referred to 10-hour shift nurses, which is no longer relevant. Language defining low census call off parameters and requiring no call off between 2330-0700 was retained in the LOA.
- LOA 16 Second Position Sexual Assault Nurse Examiner (SANE) RN Emergency Department – the language in this LOA has been updated to reflect current terminology of “Forensic” or “SANE”.
- LOA 11 Mother and Child Services SCHS Bend – SCHS had proposed a change that would allow department leadership to assign nurses second assignment within the Mother and Child Services line (NICU, FBC, Pediatrics). ONA’s counter proposal included assurances that nurses would not be required to float to their secondary assignment until after they’ve completed their

introductory period and that a nurse’s preference for their second assignment would be granted when possible and assigned to them when available in the future.

We were able to reach a compromise agreement with SCHS which provided for the second “area of assignment [to] be based on the staffing needs of each unit and assigned by department leadership based on consideration of the nurse’s preference and department needs.” The language also addressed our concern and requires successful completion of the introductory period prior to floating to a secondary assignment and states that “if openings in the nurse’s area of choice arise later, they will be filled based on seniority” so that nurses who weren’t able to choose their secondary assignment will have an opportunity to do so should there be a need in that unit.

## What’s Next ?

Next week’s session, April 21, will begin with a presentation from SCHS chief financial officer regarding the hospital’s current financial state. The teams may even begin to present economic proposals. Check the update next week for details.

If you have any questions, comments, or considerations for your ONA bargaining team don’t hesitate to contact any of the staff nurse representatives or ONA Labor Representative Courtney Niebel at [Niebel@OregonRN.org](mailto:Niebel@OregonRN.org).

## Nurses Day May 6!

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

1130-1300 in Classroom F

1730-2000 in 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  
May 6!*



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## Update Your Contact Information

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Throughout the year it is critical the bargaining unit team and ONA labor relations representatives are able to communicate openly and efficiently with nurses. It is even more critical during contract negotiations. The ONA Website, mail at home and emails at home continue to be the best methods of getting negotiation updates to all members as quickly as possible.

Unfortunately, many members aren't getting the most up-to-date information because ONA doesn't have a current mailing address or a home email address on file for them or the email address on file is a work email.

ONA is often restricted when sending out mass emails to employer-based email addresses and if we don't have a current mailing address or home email address that results in many members not receiving the critical information they need as quickly as they should. To remedy this situation, ONA is encouraging all members to go to [www.OregonRN.org](http://www.OregonRN.org) and click on — *Update Your Contact Information*, to update their information on file to include a personal (non-work) email address to ensure the messages get through in a timely manner.

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

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## Improve Staffing with One Email

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Right now, your state legislators are considering important changes to Oregon's Hospital Nurse Staffing Law that will empower direct-care nurses, increase hospitals' transparency and accountability and allow patients to get the care they deserve. But these crucial staffing improvements can't happen without your help.

Legislators have repeatedly said that your input will be one of the most important factors in their decision to vote for improved nurse staffing. You can tell your legislators why you support improved nurse staffing with one simple email.

***Go to [OregonNurseStaffingLaw.org](http://OregonNurseStaffingLaw.org) to email your state legislators*** and share your experiences with nurse staffing at your facility. Ask your legislators to vote for Senate Bill 469, which will improve Oregon's Hospital Nurse Staffing Law for nurses and patients.

Your email can make the difference for you, your fellow nurses, and patients and families across the state.

***Thank you for your support!***

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## National Attacks Come to Oregon

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National attacks on working families recently came to Oregon. These attacks are not new.

For years, anti-worker stalwarts like Bill Sizemore have attacked Oregon workers and have tried to cut wages, prevent equal pay for equal work and fight paid sick days.

At ONA, we're standing up with workers and professional organizations across the state through the **Keep Oregon Working** coalition to stop this attack on Oregonians and advance policies that give workers and their families paid sick days, retirement

security and increasing the minimum wage. But we can't pass fair policies and fight this anti-worker agenda without your help.

The first step is to get connected. [Click here to sign up today to join the Keep Oregon Working Alert network](#) so you can stay up-to-date about actions in your community.