



Oregon Nurses Association
Bargaining Unit Newsletter

June 8, 2015

St. Charles Medical Center - Bend (STCB) Bargaining Update 9



In this issue

Negotiation Overview - Pages 1-2
Track Meals and Breaks May 24 through June 6 - Page 2
PSU Nurse Research Study, ANA CAUTI Webinar - Page 2

STCB Bargaining Update 10 June 2, 2015

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At our bargaining session June 2, ONA opened the day by providing the St. Charles Hospital System team language from ONA contracts across the state regarding shared governance and/or staffing as they had requested. This amounted to over 50 pages of language for them to consider.

SCHS presented a package which included pulling Article 7.11.1.1 (Relief Requirements) and 7.7 (Meals and Breaks) out of the last Article 7 package that was exchanged (see update 8) so that they would be bargained separately from the rest of the open articles in Article 7. The package also included going back to current language on everything noneconomic in Article 9 and ONA's withdrawal of new language in Article 11.11.5 regarding collaboration with the staffing office and new language in Article 14.3.1 regarding a nurse's right and responsibility to refuse an assignment which they do not feel they can safely perform.

Our ONA bargaining team proposed an Article 7 package which included all the elements contained in our previous Article 7 package (see update 8) with some elements of our previous proposal on meals and breaks (Article 7.7) removed. We also made it clear to SCHS that we were not willing to withdraw our new language proposals in Article 11.11.5, 14.3.1 and 12.7 in exchange for the

expanded management's rights language as they proposed last week (see update 8).

We had a tough discussion with the SCHS team regarding what our team has perceived as a general unwillingness to agree to additional language on issues we feel are important such as meals and breaks, staffing and shared governance.

We expressed concern that the package proposals SCHS has presented lack give-and-take. The SCHS team stated that they felt a give-and-take strategy was not appropriate because our ONA team has proposed many more changes to the agreement than SCHS has. After a review of all the initial proposals made by both teams it is clear that, while the ONA has made more proposals for language changes, SCHS has proposed more economic changes. In fact, each team has proposed nearly the same number of changes to the contract overall.

After a long break in negotiations for the teams to prepare their next proposals, SCHS returned with an Article 7 package which included some language regarding meals and breaks that would allow Unit Practice Committees to develop a written plan for providing nurses with rest and meal periods, as the ONA has been seeking. The package maintained an increase in relief nurse requirements by one shift (Article 7.7, 7.11.1.1).

Negotiation Overview Continued from page 1

While this was a significant move by SCHS to incorporate language our ONA team sought on meals and breaks, our team was not prepared to agree to the language exactly as it was proposed.

Due to scheduling conflicts, bargaining will not take place June 9. In the interest of attempting to reach a complete tentative agreement by June 30, the date the contract expires, both teams have agreed to add two bargaining dates in June. We will meet to continue negotiations June 15, 16, 22, 23, 30 and will continue to evaluate whether dates in July are necessary.

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 your ONA Labor Representative, Courtney Niebel at Niebel@OregonRN.org

Don't forget to keep track of whether you are getting your meals and breaks this pay period!

Don't forget to keep track of whether you are getting your meals and breaks this pay period! To document your daily experience go to www.bend.onaweb.org and find the link in our Latest News. You will have to go through the questions for each day and submit a survey response for each of the 14 days but the survey only takes about two minutes to complete.

You are entitled to a 15 minute paid rest period every four hours so eight-hour shifts you should receive two rest periods and for 12-hour shifts you should receive three rest periods. Should you ever work 16-hours, you would be entitled to four rest periods.

Portland State University Research Study for Nurses



Would you like to earn \$20 and help the profession of nursing? In an effort to understand the effects of age, retirement and coping among nurses, the Department of Psychology at Portland State University (PSU) is conducting research in collaboration with ONA. The researchers are looking for currently employed registered nurses who are interested in taking a

relatively short amount of time to help the profession investigate this important issue and earn \$20 in the process.

If you are interested in participating and would like to learn more, please go to http://c.ymcdn.com/sites/www.oregonrn.org/resource/resmgr/Docs/FLIER_PSU-Study_2015-05-12.pdf

CAUTI Control: Saving Lives and Health Care Costs

Free Navigate Nursing Webinar; Wednesday, June 17, 2015 10 a.m. PDT

Rates of catheter-associated urinary tract infection (CAUTI) are on the rise. Each year, more than 560,000 patients develop CAUTI leading to extended hospital stays, rising health care costs and increasing patient morbidity and mortality. As a front-line nurse you play a major role in reducing these rates by knowing the benefits and implementing evidence-based CAUTI prevention strategies into your daily practice. Following infection-control best practices prevents harm to your patients and overall saves over 50,000 lives and nearly \$12 billion in health care costs.

Join Chenel Trevellini, MSN, RN, CWOCN, as she

explores practical tips for reducing CAUTI at your facility. During this webinar you will learn about ANA's innovative, streamlined, evidenced-based CAUTI prevention clinical tool developed by leading experts and how you can incorporate the prevention tool into your practice.

Arm yourself with the necessary tools and resources to help you lower your facilities' CAUTI rates and associated hospital costs but most importantly, prevent avoidable harm, morbidity and mortality among your patients. Register today for this free webinar!

<http://eo2.commpartners.com/users/anan2/session.php?id=16199>