



Oregon Nurses Association
Bargaining Unit Newsletter

June 22, 2017

Coquille Valley Hospital (CVH) News for Nurses

ONA / CVH

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MEMBERSHIP MATTERS

**For a better bargaining unit
and a stronger voice for nurses
at Coquille Valley Hospital!**

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Negotiation Update #1

Opening Negotiations

On June 5, 2017, our Oregon Nurses Association (ONA) negotiating team and administrators from Coquille Valley Hospital (CVH) met to open contract negotiations. Our ONA team members are Rachel Miles, Jamie Stokes, Lora Schepp, and Chelsie Baker, along with ONA labor relations representative Lori Shott. Representing CVH were Margie Cooper, human resources manager, and Bob Fisher, interim chief financial officer.

Our ONA team indicated that we did not have an interest in substantial language changes, as most process and language concerns were addressed at length with last year's negotiations, and the one-year contract length was to address the inability to come to last year's negotiation table with a fair wage and benefit package due to CVH's financial turnaround process with the federal government.

When asked if he could give an update on the current financial stability of the hospital, Bob Fisher was unable to give a response, citing the recent quick exit of the last chief financial officer and the continued uncertainty of the organization's accounting process. He was not certain when he would be able to provide any substantial updates, but said end-of-year data was due to the government by end of this month and then audits would take place. He did acknowledge that in order to

have a successful hospital, CVH needs to provide a fair wage and benefit package that would allow them to recruit and retain nurses.

Rachel Miles, charge nurse on the medical/surgical (Med/Surg) unit, provided the CVH administration team with a wage analysis comparing CVH to Coos Bay's Bay Area Hospital. This analysis shows a substantial difference in wages between CVH and its nearby major competitor for nurses. Margie Cooper thanked the ONA team for this information and said it would be very helpful in discussions during the next administrative leadership meeting. Fisher added that while CVH may not be able to be the top wage provider in the area, it cannot be the lowest either, and he has a goal to bring wages to a competitive level.

Because neither team could make a proposal on wages, June 5 negotiations were concluded and the next negotiation date was set for Tuesday, July 18, at 10 a.m. Negotiations are open to observers, and we encourage you to attend these meetings and be a part of the important decisions being made on your contract. For more information, please reach out to Rachel Miles, Jamie Stokes, Lora Schepp, and Chelsie Baker, or contact your labor relations representative, Lori Shott, at 541-294-9326 or Shott@OregonRN.org.

Settlements Reached on PTO and Time Clock Grievances

Two recently settled grievances could potentially affect all nurses at CVH. The first grievance was filed in 2016 and addresses a violation of Article 6, Section 9 of our contract, which specifies time clock punches shall be rounded off to the nearest quarter hour. CVH's practice had been to use total time worked for calculating pay rather than looking at each individual punch. The method CVH was using creates a potential to pay nurses incorrectly.

The second grievance was filed earlier this year and addresses a violation of Article 15, Section C1, which specifies

paid time off (PTO) shall be calculated based on scheduled hours, not time worked. CVH had been using time worked for these calculations, which has the potential to short nurses PTO accruals for any hours when the nurse was placed on call or low census.

We are happy to report these grievances have been settled. To remedy both grievances, CVH has agreed to conduct an audit of timecards and notify ONA and nurses of the results. Nurses will have 14 days from the date of notification to review and dispute any findings of the audit.

Strong contract language allows nurses to ensure things like pay and benefit calculations happen in a fair and equitable manner. Employees who are not covered by collective bargaining agreements may not have recourse for wage and benefit calculations that are unfair to the employee but do not technically violate any wage and hour laws. The pay and PTO miscalculations described in this article can be corrected because nurses at CVH are represented by a union and are familiar with what their contract says about their benefits. Good work, nurses at CVH!



Build Your Leadership Skills in a Cohort of ONA Members

*Have you considered building your advocacy skills
for the nursing profession?*

ONA has developed a new program
to help you do just that!

ONA's Nurse Leadership Institute (NLI) is limited to 25 participants, allowing for hands-on instruction in an intimate setting. This intensive, unique leadership program is built on an evidence-based leadership model and will help you strengthen vital skills needed to advance the nursing profession.

Cornerstones of ONA's Nurse Leadership Institute (NLI) include:

- *Motivating leaders to be catalysts for positive change*
- *Strengthening collaborative leadership skills*
- *Enriching and renewing personal values by deepening understanding of oneself and others*
- *Providing challenges and supportive encouragement during the leadership journey*

The NLI is divided into seven seminar segments over a seven-month period. In order to best apply and integrate the information from the NLI, each participants will work on a real-life action learning project. Cohorts in groups of three to five will meet between the seminars for ongoing development and growth.

NLI participants will also be paired with a mentor who will help them apply their knowledge and learning, provide additional exposure to the nuts and bolts of leadership, and increase their understanding of the complexities and opportunities that ONA leaders experience.

For more information including dates, times, and application process, please go to www.OregonRN.org/NLI.