On Thursday, Oct. 27, we met for our second session of bargaining. There was a lot of movement on contract language articles. We tentatively agreed to three proposals:

- **New Employee Orientation:** Increases the paid time for union representatives to meet with new nurses to 30 minutes. This ensures a proper introduction to our union.

- **Definitions:** Adding the definition of a variable shift nurse and changing the title of "casual call" nurse to "per diem" nurse. This helps when discussing all different types of call. Language was added to describe the per diem shift commitment to the hospital and added language to allow for time off for per diems.

- **Clarification on equitable distribution of call time for all ONA nurses**

We made a second proposal on Article 4, Work Schedule and Overtime. This article encompasses several items including, but not limited to: when the schedule is posted, the order that nurses are input into the schedule, overtime provisions, trades, and low census. The employer came back with a counterproposal that did make some headway, but we still have a fundamental disagreement on 2 core items:

- **The employer wants to only pay you straight time when you are mandated to work a shift after the schedule is posted.** You would be compensated the open shift pay only if you "volunteer." All open shifts should be compensated $17 rate, plus overtime if applicable!

- **The employer did not include our proposed 20% cap on low census** in their counterproposal. We believe that nurses should have more economic security. A similar cap exists in several ONA hospitals in more rural areas.

In addition, **we proposed increased shift differentials and a double time incentive** if you are called into work.

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on a holiday. They are holding onto these proposals until all the economics are on the table.

Administration proposed a $300 cap on education leave. They also proposed a takeaway of paying for conference registration fees, travel, meals, lodging and straight time pay per diem. This is unacceptable and we will be countering this proposal.

We also received a counterproposal from the hospital on certification pay, which adds four certifications:

- SANE- Sexual Assault Nurse Examiner
- OCN- Oncology Certified Nurse
- CCRP- Cardiac Rehabilitation
- PCCN- Progressive Care

The employer clarified that reimbursement for classes to obtain certification would be given after the nurse provides proof of certification. We are carefully reviewing this counterproposal before tentatively agreeing to it.

Lastly, the employer proposed some minor language changes on the grievance/ arbitration article.

Our third bargaining session is scheduled for Monday, Nov. 13. If you are interested in being an observer, please contact Jocelyn Pitman at pitman@oregonrn.org.

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New Survey on Seniority is in Your Inbox!

Your negotiations team wants to get your opinion on what the seniority article should be. A petition has been circulating through the hospital since some nurses disagree with the current seniority language, which reads:

12.01 "Seniority" means length of continuous service (calculated from the first date of employment with the Hospital capacity. For purposes of this section only notwithstanding Section 2.01, “employment with the Hospital” shall include any employment at any Providence Health and Services located in the Columbia Gorge Service Area.

This language has existed for several years. This survey will help our team understand what the majority of members would like the seniority language to say, so that we can make a proposal in bargaining that is consistent with it. This survey addresses a variety of different ways that the seniority language could be changed. Please take the time to fill out it today. It will only take a few minutes. Thank you to Margo Burtchaell for writing this survey!

The survey will close on Friday, Nov. 3.

Click here to take the survey!
https://www.surveymonkey.com/r/HRMSenioritySurvey