



ONA at CMH

Oregon Nurses Association (ONA) Nurses at
Columbia Memorial Hospital (CMH)

May 30, 2013

BARGAINING UPDATE

LEADERSHIP

Bargaining Team

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Our Next scheduled bargaining sessions are June 4 and June 13. All nurses are welcome and encouraged to attend bargaining sessions as observers. We hope to see some of you there!

Negotiations are continuing and we need your support! We held negotiations with the Hospital again on May 29 and 30. The Hospital proposed what we feel are MAJOR TAKEAWAYS to our existing contract language. The major issues are **Health Insurance, Scheduling and Shift Length** (Example: A nurse can be moved from eight-hour shifts to 12-hour shifts or from 12-hour shifts to eight-hour shifts).

The Hospital wants ONA nurses to be on the same insurance plan as the Service Employees International Union (SEIU) bargaining unit employees - this will result

in MAJOR INCREASES TO PREMIUM COSTS FOR PART-TIME NURSES.

The Hospital wants to remove our contract language that requires a democratic vote for any changes to shift length. They want to be able to change shift length whenever and however they want.

PLEASE come to a Bargaining Update Meeting on Friday, June 7, in Conference Room A, at 7:30 a.m. – 5:00 p.m. and let us know what you are willing to do to defeat these take-aways! **YOUR BARGAINING TEAM IS REPRESENTING YOU AND WE NEED YOUR INPUT AND SUPPORT ON THESE ISSUES SO PLEASE PLEASE ATTEND! IF YOU ARE UNABLE TO ATTEND THE MEETING PLEASE SPEAK WITH A MEMBER OF YOUR BARGAINING TEAM.**

UPCOMING BARGAINING SESSIONS

June 4
June 13

HERE IS A SUMMARY OF WHERE WE ARE AT

Article 1 – Agreement Duration: We are still working on duration.

Article 4 – Personnel Categories: ONA proposed language in Section 1 to place new hires on the step that reflects their years of experience minus one year- the Hospital has said no to this.

ONA proposed clean-up to the language defining Intermittent/Casual nurses – the Hospital made counterproposals on this and we are close.

Article 6 – Work Schedules: The Hospital proposed to define a normal workday as eight, 10 or 12 hours as determined by the Hospital and to delete Addendum A, which describes a voting process for changing shift lengths. **Your bargaining team said NO to this proposed take away.**

Article 8 – Requests Off: ONA proposed to increase

the ability of nurses to exercise seniority rights in requesting time off from once in a three-year period to once per year. The Hospital proposed to change to once in a two year period and ONA agreed to this. ONA also proposed clean-up to the language in Section 4 and the Hospital agreed to this.

Article 9 – Job Postings: In Section 2, ONA proposed to remove “successful evaluations” from criteria for awarding positions. The Hospital came back with more stipulations than we currently have and said NO to our proposals. ONA also proposed new language to award special assignments based on seniority when skill and ability to perform the work are equal.

Article 13 – Leave of Absence: ONA proposed language to extend Family Medical Leave Act (FMLA)/ Oregon Family Leave Act (OFLA) rights to part time

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nurses who do not meet the legal cutoff. The Hospital said NO. ONA also proposed language to provide group health insurance at no cost to the employee when a leave is due to an on the job injury. The Hospital said NO.

Article 16 – Grievance Procedure: ONA proposed to remove human resources (HR) from Step 2 of the grievance procedure and use the chief clinical officer instead. The Hospital proposed to utilize the chief clinical officer instead of HR only when the grievance involves a clinical issue. We are continuing to work on this.

Article 19 – Earned Leave: ONA proposed to increase earned leave accruals – the Hospital said No.

Article 22 – Education: ONA proposed to add Emergency Nursing Pediatric Course (ENPC) to the list of credentials that are eligible for the \$100 bonus. The Hospital agreed to this. ONA proposed that all nurses will be allowed to take full initial classes and/or renewals at their discretion – the Hospital said NO to this. ONA proposed to add SANE to the list of recognized certifications – the Hospital agreed to this. ONA proposed to delete the language on the education committee and the Hospital agreed to this. ONA also proposed to remove the \$500 cap and the Hospital said NO.

Article 23 – Group Health: The Hospital proposed changes to the Health Insurance benefit plans to be similar to what the SEIU bargaining unit agreed to in their last round of negotiations. **Your bargaining team said NO to this proposed take away.**

Article 25 – Long Term Disability Insurance: ONA proposed to increase the maximum for missed wages from \$1,000 to \$2,000 dollars per month. The Hospital said NO to this.

Article 26 – Retirement Plan: ONA proposed minor clean-up to remove a past deadline. The Hospital agreed to this.

Article 29 – Miscellaneous Benefits: ONA proposed removing language that holiday meals would only be served during regular cafeteria hours—the Hospital agreed to this. The Hospital proposed language that excludes elective procedures from the Hospital discount—ONA said NO to this. ONA and the Hospital have agreed to language that allows home health and hospice nurses to submit their cell phone bill for a \$15 reimbursement.

Article 30 – Step Wage Scale: ONA proposed adding steps to the scale and the Hospital said NO. The Hospi-

tal proposed a 1.5 percent wage increase in the first year, 1.25 percent in the second year and 1.25 percent in the third year of the contract. We are still negotiating these wage increases.

Article 31 – Overtime/Premium Pay Overtime: ONA proposed language to clarify Relief and Intermittent/Casual nurses are treated the same regarding premium pay. ONA proposed including meeting and in-service time be eligible for overtime/premium pay. ONA also proposed removing the pyramiding language. The Hospital said NO to all of these proposals and proposed language that limits the ability for 12-hour shift nurses to get overtime.

Article 32 Shift/ Weekend Differential: ONA proposals increases to most differentials – the Hospital so far proposed to go to \$4.75 for Nights upon ratification and to \$2.75 for weekends beginning in June 2015.

Article 33 – Charge/Differential: ONA proposed to increase charge differential from \$1 to \$2 per hour. The Hospital said NO.

Article 34 – Preceptor Differential: ONA proposed cleanup to update the effective date and the Hospital agreed to this.

Article 36 – DockStandby/On-Call: ONA proposed to increase dock standby by from \$4.15 per hour to \$5 per hour. The Hospital said NO to this.

Article 40 – No Strike/No Lockout: The Hospital proposed to add “sympathy strikes” and “picketing” so that nurses would not be able to picket during the term of the agreement. ONA said NO to this.

Article 42 – Termination and Renewal: Still working on the duration of the agreement.

Addendum A – Provisions for Alternate Shifts: The Hospital proposed to delete all of this language so that the Hospital can change shift length times whenever and however they want. Your bargaining team continues to say NO to this!

Stay tuned as we move forward with the bargaining process and please continue to show your support for ONA nurses by wearing your buttons! PLEASE ATTEND THE MEETING ON FRIDAY, JUNE 7, IN CONFERENCE ROOM A, at 7:30 a.m. – 5:00 p.m.

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