



ONA REGISTERED NURSES AT *Coquille Valley Hospital*

October 11, 2013

Executive Team

Chair

Linda Wirebaugh

Vice-Chair

Irina Couch

Treasure/Secretary

Rachel Nelson

Grievance Chair

Quinn Meyers

Membership Chair

Richard Luna

LPN Representative

Lora Schepp

Alternate

Shawn March

Julie Serrano

ONA Labor Relations
Representative

Serrano@oregonrn.org

541-601-5969

A summary of the agreement is included in this update and the full tentative agreement will be available for you to review at the vote.



***Our Team Has Reached a
Tentative Agreement with
Management***

**Vote Scheduled for October 17,
2013 —2nd Floor Conference Room
0730 – 1130 1700 – 2000**

We Recommend a YES Vote!

After four months of bargaining our team can finally say we have come to a recommended ‘Yes’ vote for the tentative agreement.

Our team put in many hours of time and patience to be where we are today. Please take a minute to thank our team!

Also many hours of debate and dedication were put forth to come up with ways to meet the needs of both the nurses and the future of the hospital.

The collective bargaining agreement with the proposed changes can be viewed in its entirety on the ONA/CVH webpage by visiting

www.OregonRN.org, selecting *Coquille Valley Hospital* under, ‘*Find Your Bargaining Unit*’. Also talk with anyone on our negotiation team.

Summary of changes for our ratification vote

Article 1: Section 6:

We will also have a designated section on two bulletin boards, one in the employee lounge and one in the nurse work room.

Add a section 8: An ONA representative will have 15 minutes during a RNs orientation.

Article 3: Section 3: (e) PNCC to support educational needs and opportunities.

Section 7: The hospital will comply with the obligation to the staffing law.

Article 4: Section 2: The hospital will provide coverage for staff for all mandatory meetings when possible with the ability for nurses to read and sign meeting minutes for credit.

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Section 4: Class time will be considered time worked. OB language to remain as is with the understanding that it will be addressed by the staffing committee if OB is restarted.

Section 7: An increase in tuition reimbursement to \$750 and \$3000.

Article 5: 'Housekeeping' wording related to 90 days in both sections.

Article 6: *Section 3:* Notification of hospital of approval or denial of vacation within 21 days. Agreement that this section does not require the hospital to schedule overtime pay when other nurses are scheduled at regular time.

Section 7: In lieu of benefits of \$2.50 for only casual nurses.

Section 11: (d) Casual nurse requirements to three (3) eight (8) hour shifts or two (2) twelve (12) hour shifts a month.

Section 14: \$40 cell phone reimbursement.

Article 7: *Section 3 (b)* Additional language for military leave.

Article 9: See online the tentative agreement for changes to medical and dental premiums and deductibles.

Section 6: Removal of this section.

Article 10: Wages. Changes will be reflected in appendix A. See chart for details.

Section 4: Clarification of prior experience.

Article 11: *Section 1:* Removal of reduction of pay as a disciplinary action.

Article 14: *Section 2:* Seniority restoration for nurse who returns to

the BU with one year of going into a non-bargaining unit position.

- A process for developing and maintaining a seniority list that will be posted and visible for the nurses. Incorporated language from existing memorandum of understanding regarding seniority. *Section 3:* Vacancies to be posted on both the intranet and on the bulletin board.

Section 4: Provision in daily staff reduction method to add a provision that permits the hospital to not cancel or send home a contract or agency nurses and would allow them to work if there is a monetary requirement, as long as skills and qualifications of the unit are met; nurses working overtime a step in determining daily reductions.

Article 15: *Section 1 (C) (1)* Language to accrue on PTO; exclude only overtime in excess of FTE. (3) Years are based on anniversary date of benefited position. (7) Approval and denial in 30 days if request for PTO put in less than 60 days. Greater than 60 days will receive an approval or denial within 60 days. A raise of the cash-out cap on PTO to 360 hours; to incorporate existing PTO memorandum language and remove language related to transition to PTO program.

Article 16: Changes to reflect more closely the current Substance Abuse and Screening Policy.

Article 20: Duration of the new contract will be effective until June 30, 2016.

Retention incentive program:
Charge Nurse: \$4.00

Night Shift Differential: \$2.60
Stand-by \$3.10

Removal of sections related to salaried surgery nurses.

A memorandum reflecting the changes in a drug-free and alcohol-free section to support a safe environment for patients and employees.

A memorandum including specific nurses to request a re-evaluation of their step placement reflecting years of experience.

A number of language 'clean up' items to catch the contract up to current times and needs of the bargaining unit.

Please Note:

You MUST be an ONA member in good standing to be eligible to vote.

If you are not yet a full member and you would like to vote, contact Linda Wirebaugh in the Wound Clinic for a membership application.

ABSENTEE BALLOTS

AVAILABLE— If you cannot vote on-site but want to vote, you must request an absentee ballot by contacting Linda Wirebaugh in the Wound Clinic. Deadline for submitting absentee ballots is noon, October 17.

Please note The A&B 60/60 is still in effect and when qualified for will be added to the base wages below.

LPN Wage Scale					RN Wage Scale				
Years between steps	Step	7/1/2013	7/1/2014	7/1/2015	Years between steps	Step	7/1/2013	7/1/2014	7/1/2015
0	1	\$22.06	\$22.38	\$22.70	0	1	\$28.55	\$29.05	\$29.56
1	2	\$22.60	\$22.93	\$23.26	1	2	\$28.93	\$29.44	\$29.96
2	3	\$23.16	\$23.50	\$23.84	2	3	\$29.68	\$30.20	\$30.73
3	4	\$23.73	\$24.08	\$24.43	3	4	\$30.46	\$30.99	\$31.53
4	5	\$24.33	\$24.69	\$25.05	4	5	\$31.25	\$31.80	\$32.36
5	6	\$24.93	\$25.30	\$25.67	5	6	\$32.92	\$33.50	\$34.09
6	7	\$25.57	\$25.95	\$26.33	6	7	\$33.77	\$34.36	\$34.96
7					7				
8	8	\$26.27	\$26.60	\$27.00	8	8	\$34.65	\$35.26	\$35.88
9					9				
10	9	\$26.88	\$27.28	\$27.69	10	9	\$36.45	\$37.09	\$37.74
11					11				
12					12				
13	10	\$27.57	\$27.98	\$28.40	13	10	\$38.25	\$38.92	\$39.60
14					14				
15					15				
16	11	\$28.28	\$28.70	\$29.13	16	11	\$39.65	\$40.34	\$41.05
17					17				
18					18				
19	12	\$29.00	\$29.44	\$29.89	19	12	\$40.80	\$41.51	\$42.24
20					20				
21					21				
22	13	\$29.75	\$30.20	\$30.66	22	13	\$41.85	\$42.58	\$43.33
23					23				
24					24				
25	14	\$30.53	\$30.99	\$31.46	25	14	\$42.93	\$43.68	\$44.44
26					26				
27					27				
28	15	\$31.31	\$31.79	\$32.28	28	15	\$44.03	\$44.80	\$45.59