Negotiations Continue

ONa and OHSU negotiating teams met on Feb. 9 at Marquam Plaza. We continued to discuss nursing fatigue and related policy issues and contract proposals. This discussion included possible ways to maintain and assure continued call and work pattern scheduling flexibility. No agreements on this issue have been reached.

We also discussed call availability requirements and related proposals. ONa and OHSU have tentatively agreed to maintain current contract language (see more under “Tentative Agreements”).

Tentative Agreements Reached as of Feb. 9

On Feb. 9, ONa and OHSU reached the following tentative agreements.

Tentative agreements will become part of the contract only upon ratification of the complete agreement by majority vote of ONa bargaining unit members.

Definitions of Regular Rate of Pay (5.8) and Overtime Pay (9.1.2). Regular rate is straight rate of pay plus differentials calculated on a weekly or bi-weekly basis. Overtime pay is paid at the rate of time and one-half (1.5x) regular hourly rate of pay as defined under applicable wage and hour law. These agreements did not clarify when each would apply to what type of work or benefit. For instance, ONa has a pending proposal for vacation/ holiday and sick time to be paid at the regular rate of pay (pay including differentials). OHSU also has a regular rate proposal, but it is linked to PTO acceptance.

Mandatory Call Units (7.6.1). Non-Invasive Cardiology unit added to list of mandatory call units.

On-Call Conditions (7.6.5). Current call contract language will be maintained:
• The employee is required to leave word with the Employer where she/he can be contacted during a specified period of time or carry an active paging device as provided by the Employer.
• The employee is required and must be prepared to immediately commence full-time work if the need arises.

ONA and OHSU both withdrew related proposals. A pending on-call grievance is not directly impacted by this agreement and will continue to resolution or arbitration based on current contract language.

Wage Rates and Relevant Education Recognition Differential (8.1). It was clarified for future hires that a master’s degree in a healthcare-related field, including all OHSU School of Nursing graduate degrees, is presumed to be relevant, and a master’s degree in a non-healthcare-related field is presumed to be not relevant.

All Masters of Nursing degrees are already recognized.

Avoidance of Overtime (9.1.5). The list of Employer staffing procedures to minimize overtime was deleted from the Agreement,

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except for this item: “Local agencies that provide daily coverage will be contacted and utilized to prevent mandatory overtime.” The rest of the procedures, such as floating and soliciting volunteers, have become routine.

**Telephone Calls (9.3.2).** Language was updated to state that nurses assigned on-call and required to respond to telephone calls shall be paid at one and one-half (1.5x) times their straight rate of pay, in 15-minute segments per response.

**Submission of Vacation Requests (13.2).** Language was updated to state that vacation requests must be submitted in accordance with the Employer’s electronic system rather than by paper.

**Search or Rescue Operation (15.1.3).** Deleted this outdated reference that has not been utilized: “request (for search or rescue operations) of any law enforcement agency, the Administrator of Aeronautic Division, the United States Forest Service or any local organization for civil defense.”

**Military Leave (5.1.4).** Language updated to restrict military leave to nurses who have been employed for six or more months immediately preceding application.

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**Nominations Open for ONA Positions at OHSU**

Have some ideas about how we could improve our union? Run for office!

Open ONA/OHSU leadership positions include

- Vice President
- Secretary
- PNCC
- Staffing Committee
- Grievance Committee
- Parking Committee
- New Employee Orientation
- Social Committee

Some committee work is on paid time, and some requires volunteer time.

Apply now! You may nominate any ONA member from our bargaining unit, including yourself, for any of these positions. **Nomination forms** can be found on the [bargaining unit webpage](http://www.ONAHospital.org) and are **due by March 31, 2017**.

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**Happy Valentine’s Day!**

… from your bargaining team.
PTO Proposal Survey Closes Feb. 24

It's your last chance to complete the Paid Time Off (PTO) proposal survey!

The PTO system OHSU is proposing to implement after Jan. 1, 2018, is a significant change from the current vacation/holiday and sick system. It should be carefully considered before it is accepted by nurses. ONA has put together a PTO proposal summary and survey. You will see that the plan is full of pros and cons. We encourage you to take the time to read through the detailed summary prior to completing the survey.

Your feedback is essential to direct our negotiating team at the bargaining table!

Click here to review the PTO summary and take the survey, or go to www.OregonRN.org/75. The survey closes on Feb. 24.

If you have any problems accessing the survey or other questions, please contact any negotiating team member.

OregonRN.org/2017Election

ONA STAFFING LAW / STAFFING COMMITTEE TRAINING

Jordan Ferris, ONA nursing practice consultant, will present these half-day seminars in April. Topics include staffing law, staffing plans, and more!

Refreshments and continuing education hours provided.
RSVP early for either session.
April 4, 2017  4 p.m. - 8 p.m.
April 13, 2017  8 a.m. - Noon
Both session in MAC 1162 Lecture Hall

To RSVP or for more information, contact Jordan Ferris at ferris@oregonrn.org or Jaime Newman at newman@oregonrn.org.

Join the Contract Action Team!

Are you concerned about the fate of retirement benefits? Fired up about the fatigue policy? Ready to do your part to help win a fair contract for nurses at OHSU?

The Contract Action Team (CAT) will mobilize nurses to spring into action if and when things get tough at the bargaining table. The CAT is led by ONA stewards and an expanded group of supportive nurse activists from around the hospital. It's a short-term commitment (between now and end of contract bargaining), and is a great way to dip your toe into ONA involvement and find out what it's all about.

As members of the CAT, nurses educate coworkers about what's happening at the bargaining table and what they as rank-and-file nurses can do to help in the fight for a fair contract. Over the next few weeks and months, we may need nurses to participate in actions that support the work going on at the table. A strong CAT helps ensure our showing is strong and that nurses feel empowered in the fight for a fair contract.

All interested nurses are welcome. There's no such thing as too many CAT members! For more information, contact Liz Morris at morris@oregonrn.org.
ONA is holding day-long drop-in negotiating updates. Please join and support us! Meet your team members!

We will do our best to answer your questions and listen to your concerns.

RJH is located behind the Old Library and is marked “2” on the OHSU facilities map of Marquam Hill. You can link to the map at http://www.ohsu.edu/xd/health/ohsu-near-you/portland/marquam-hill/upload/OHSU-facilities-map.pdf

Upcoming Negotiation Dates

You are welcome to attend! All sessions 9 a.m. - 4 p.m.

Discussion about Professional Practice Leaders on Feb. 15 agenda

Wednesday, Feb. 15 at SON 358 classroom
Thursday, Feb. 16 at ONA office in Tualatin

If you are interested in joining us, please contact Liz Morris at morris@oregonrn.org or 503-293-0011 ext. 319, or reach out to any negotiating team member.