



Oregon Nurses Association
Bargaining Unit Newsletter

July 10, 2017

Oregon Health & Science University (OHSU) Association of University Registered Nurses (AURN)

ONA - AURN Bargaining Team

President:

Clarice Gerlach, RN
12K/CVICU

Vice President:

Cheryl Rice, RN
DCH, 8S OR

Secretary:

Elizabeth McPhee, RN
IV Therapy

Treasurer:

Harold Fleshman, RN
4A Transplant, Urology
Plastics

Katy Cooper, RN

7A Medical ICU

Rachael Trumbo, RN

6A PACU

Maria Lavelle, RN

7 Neuro ICU

Paul Van Waardenburg, RN

Emergency General
Surgery / 10A

Paul Goldberg, RN, BSN

Lead Negotiator

ONA Labor Relations Representatives:

Jaime Newman
503-293-0011 ext. 331
newman@oregonrn.org

Liz Morris
503-293-0011 ext. 319
morris@oregonrn.org



Oregon Nurses Association
18765 SW Boones Ferry Road
Suite 200
Tualatin, OR 97062

1-800-634-3552 within Oregon
www.OregonRN.org

Magnet Certification Forum

Thursday, July 27

1-2:30 p.m. in the BICC gallery

For more info, see page 3 of this newsletter.

In this issue

New Contract Provision Reminders: Page 1-3

Steward Training: Page 1

ONA to Host Forum on Magnet Certification: Page 3

New Contract Provision Reminders

Many provisions of the new contract between the Oregon Nurses Association (ONA) and Oregon Health & Science University (OHSU) have either already gone into effect or are scheduled to take effect in the coming weeks.

- All new staffing and scheduling provisions are already in effect.
- Economic provisions are effective during the July 14 pay period (unless otherwise noted).

- All non-economic provisions were effective during the June 16 pay period (except where specifically noted in the contract).

The list below highlights some of the more notable provisions. Note that this is not a comprehensive list—for information on all new contract provisions, please review the [“redlined” agreement](#) found on our bargaining unit webpage.

When attendance is the issue (5.10.7). Nurses may begin receiving written or verbal disciplines for attendance issues without an investigatory interview;

however, such disciplines must be accompanied by a notice regarding a nurse’s rights. This notice includes ONA contact information. Nurses are encouraged to

contact their ONA representative when they receive the notice.

Evaluation process compensated time (6.8.2).

All time [Continued on page 2](#)

STEWARD TRAINING

We fought hard for our new contract, and now we have to make sure it’s enforced! Oregon Nurses Association (ONA) stewards play a key role in our union, helping to answer basic questions about our contract, educating colleagues about their workplace rights, and advocating for improvements on the unit.

Every unit and every shift should have at least one ONA steward, and there’s no such thing as too many!

Level 1 ONA Steward Training

Thursday, July 20

8-9:30 a.m.

1-2:30 p.m.

4-5:30 p.m.

6-7:30 p.m.

All sessions will take place in the BICC gallery.

This hour-and-a-half training provides an introduction to steward work and is intended for nurses who are interested in learning the basics,

including:

- The 7 Tests of Just Cause
- Legal Rights & Responsibilities of Union Stewards
- Weingarten Rights: What Are They?
- Basic Contract Interpretation

For more information or to register for one of the sessions below, please email labor organizer Lydia Hallay at Hallay@OregonRN.org.

Level 2 ONA Steward Training is on the way! For nurses who have already participated in basic steward training during the past year, we are currently developing a

Level 2 module that will take a more in-depth look at grievances, investigatory meetings, and contract enforcement. Stay tuned for more.

New Contract Provision Reminders (continued from page 1)

spent by an employee in the evaluation process, including time spent on self-evaluations and performance discussions with management, will be compensated as time worked.

Individual development plans (IDPs) (6.8). Time spent by nurse on IDPs will be compensated as time worked.

Wage rates (8.1). All classifications, including nurse practitioners (NPs), will receive a 3% increase.

Memorandum of understanding (MOU) 13: Retroactive lump sum payment.

Be on the lookout for your lump sum payment of 0.75% of annualized straight-time rates prorated per FTE (resource nurses assigned 0.2 FTE). This should be paid no later than July 15, 2017, and typically comes as a separate paycheck.

Double-back pay (9.2). No changes except to 9.2.1, On-call hours worked: 1-hour exemption from double-back pay increases to 3 hours (contiguous to the start of the nurse's regular scheduled shift, once in a rolling 3-month period).

Charge nurse differential (10.1). Increase to \$3.50/hour (previous contract \$2.85/hour).

Evening shift differential (10.2.1). Increase to \$2.40/hour (previous contract \$2.30/hour).

Call pay (10.3). Increase effective July 1 from \$4.50/hour to \$4.75/hour.

Weekend differential (10.6). As of June 30, 2017, this differential is now frozen at either the current rate you are receiving or \$4.75, whichever is greater. Previously this differential was paid at 10% of the nurse's straight rate of pay for the first 4 weekend shifts worked and 15% for all additional weekend shifts worked in a posted work cycle. This new language results in a pay raise for some

and a freeze for others.

Call pay (10.3). Increase to \$4.75/hour (previous contract \$4.50/hour).

Excess call pay. Increase to \$6/hour (previous contract \$5/hour).

Excess call pay revised definition. Assigned call in excess of 48 hours per posting period. This provision will take effect during the July 14 pay period; however, nurses will have to record these hours because they are calculated over a four-week posting period rather than per pay period.

Preceptor differential (10.5). Current rate is unchanged, but now this differential is paid to all assigned preceptors.

Critical need incentive (CNI) (10.10). Currently \$12/hour; increase to \$13/hour as of April 1, 2018; increase to \$14/hour as of April 1, 2019. Effective during July 14 pay period, float pool CNI increase to one-half these amounts: \$6/hour (previous contract \$4/hour).

Employer contributions (16.1). For nurses hired after June 30, 2017, and holding an FTE of 0.75-1.0, the employer will contribute 100% of the cost of the OHSU PPO plan, Delta dental plan, and core vision plan for employees, and 88% of the cost of these plans for all other tiers including employee and dependents. Nurses hired prior to July 1, 2017, and who hold or accept positions with an FTE status of 0.7 to 0.74 shall be eligible for these same contributions.

For nurses who hold an FTE status of 0.5 to 0.74 (or 0.5 to 0.69 for employees hired prior to July 1, 2017), the employer will pay 75% of the above amounts.

Resource nurse insurance (16.3.2). New qualifying rules are effective Jan. 1, 2018: 6-month measurement period will

look back to June-Nov., 2017, effective Jan. 1, 2018.

Enrollment process for benefited employees (16.4). Benefit-eligible nurses with a 0.75 FTE or greater (or 0.7 FTE or greater for employees hired prior to July 1, 2017) will be automatically enrolled into default employee-only PPO medical, Delta dental and core vision coverage on their initial benefits effective date. Nurses can change the details of their plan within 31 days of date of hire into a benefit-eligible position.

Benefit-eligible nurses with less than 0.75 FTE (or less than 0.7 FTE for employees hired prior to July 1, 2017) will not be automatically enrolled. The employee must enroll within 31 days of date of hire or date of obtaining a benefit-eligible position. If the employee fails to enroll, the employer will place the employee into the default plan.

Retirement (17.1). After 6 months of service in a qualified position, employees can elect to participate in the public employees retirement system (PERS) or university pension plan (UPP) retirement program. The default is UPP if no selection is made. For employees hired after June 30, 2017, retirement plan terms for UPP are pursuant to memorandum of understanding (MOU) 6 of the newly ratified contract.

Employee contribution pick-up (17.2). For bargaining unit employees employed as of June 30, 2017, the employer shall continue current contributions, including the "pick-up" of a 6% employee retirement plan contribution for eligible employees participating in the UPP. Such "pick-up" or payment of employee contributions shall continue for the life of this agreement. Bargaining unit employees who become

Continued on page 3

New Contract Provision Reminders (continued from page 2)

members of the bargaining unit after June 30, 2017, and who elect to participate in the UPP pursuant to Section 17.1 above shall participate in the UPP in accordance with the terms of that retirement plan and this agreement.

Staff development educational leave hours (21.5). New resource nurse staff development fund based on FTE equivalents multiplied by \$275/year is to be established for each fiscal year (July 1-June 30). This should take effect during the July 14 pay period, pending proration discussion with OHSU and the professional nursing care committee (PNCC).

Certification pay (21.6). Lump sum amount increased to \$2,000/year (previous contract \$1,500/year). Employee must be on payroll as of the end of pay period 24.

Bus pass program (25.15). Reduction to \$50/year (\$25/year for new hires), frozen for term of contract.

Letter of understanding (LOU) on voluntary early retirement. Between July 1 and October 31, 2017, nurses may elect to take voluntary early retirement with an effective retirement date of February 28, 2018.

To be eligible to participate, employees must meet the following conditions:

- Be enrolled in an OHSU retirement program,
- Have an appointed FTE of 0.5 or greater, and
- Have a combined age plus years of service at OHSU of 75 or more.

The options available to participants in this program are:

- Deposit of \$20,000 into a health reimbursement account (HRA), or
- 12 months of continuing medical, dental, and vision insurance coverage under COBRA at the same existing contribution level, or
- 2 months of base pay not to exceed \$20,000 in the aggregate, prorated based on the employee's appointed FTE, or
- 1 month of base pay not to exceed \$10,000, prorated based on the employee's appointed FTE, plus 6 months of continuing medical, dental and vision insurance coverage under COBRA at the same existing contribution level.

Behavioral and psychiatric emergency rapid response team (MOU). Effective Jan. 1, 2018.

ONA to Host Forum on Magnet Certification

The Magnet Recognition Program is a program of the American Nurses Credentialing Center (ANCC) designed to recognize nursing excellence at the organizational level. OHSU initially achieved Magnet status in 2012 because it met the credentialing requirements set forth by the ANCC, including exemplary patient outcomes, low turnover of nursing staff, and high job satisfaction among nurses. One of the hallmarks of the Magnet Recognition Program is that nurses have a meaningful say in patient care decisions and are involved in data collection.

Achieving Magnet status was in part the result of the negotiated settlement reached by ONA and OHSU that ended a 56-day strike by nurses in 2002. In that settlement, both parties agreed to work collaboratively towards the goal of Magnet.

In April of this year, ONA hosted three town hall meetings for nurses to learn about the history of Magnet at OHSU and discuss the ANCC standards for achieving Magnet status. These forums were facilitated by Susan King, ONA's executive director, and Larlene Dunsmuir, assistant executive director for ONA's Professional Services program. A [report from those Magnet town halls](#) found that nurses had serious concerns about whether OHSU met the ANCC's criteria for

Magnet. The report is available on the ONA/AURN webpage.

OHSU has recently announced that ANCC will be on site to conduct an assessment for Magnet renewal during the month of August. In anticipation of this site visit, ONA's Professional Services will host a follow-up forum for nurses to discuss ONA's town hall report and to revisit whether OHSU's adherence to Magnet standards has improved since then. Join us Thursday, July 27, from 1-2:30 p.m. in the BICC gallery assembly space. To RSVP, email ONA nursing practice consultant Jordan Ferris at Ferris@OregonRN.org.

Please note, this event is for nurses to talk with one another and share concerns in a safe space, without managers present.

Magnet Certification Forum Thursday, July 27

1-2:30 p.m. in the BICC gallery

To RSVP, email ONA nursing practice consultant Jordan Ferris at Ferris@OregonRN.org.

Interim Labor Relations Representatives

Maria LaVelle, RN, from 7 Neuro ICU, and Lizzy McPhee, RN, from the Vascular Access Team, are sharing an interim Oregon Nurses Association (ONA) labor relations representative

position while Liz Morris is on leave. We thank them for stepping into this important role!

If you would like to speak with a labor

relations representative, you are welcome to reach out to Maria at LaVelle@OregonRN.org and Lizzy at McPhee@OregonRN.org.

ATTENTION NURSES!

Weekend Differential Waiver

Some nurses have been asked to sign a waiver to forego the extra weekend differential. This waiver form is outdated as of the new contract ratification. You are also not obligated to sign this waiver. Please contact your labor relations representative if you have any concerns regarding this.

Watch for Open Enrollment!

This is your opportunity to enroll in and/or modify benefit plans. Open enrollment usually happens between October-November. See Article 16.2.1 in our contract for more information.

Vacation Cash Outs

Nurses may cash out vacation time (up to 50 hours) twice per year, in November and May. See Article 12.4.3 for more information.

In-Block Vacation Requests

In-block vacation requests are described in Article 13.4 of the contract. Here are important dates to remember for the three blocks:

Block One: For vacation during February, March, April, and May. Requests must be submitted on or before Oct. 1. Approved vacations (and remaining available dates) shall be posted by Oct. 31.

Block Two: For vacation during June, July, August, and September. Requests must be submitted on or before Feb. 1. Approved vacations (and remaining available dates) shall be posted by Feb. 28.

Block Three: For vacation during October, November, December, and January. Requests must be submitted on or before June 1. Approved vacations (and remaining available dates) shall be posted by June 30.

Feel like your vacation request is always denied?

Nurses may exercise an option called superseding seniority once every other calendar year for requests made during “prime time,” and once every calendar year for requests during “non-prime time.”

Want to give feedback about this newsletter or contact your ONA executive team? Please email us at ohsuaurn@gmail.com.

We would love to hear from you!

