



Oregon Nurses Association
Bargaining Unit Newsletter

Aug. 15, 2017

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

ONA - AURN

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Level 1 ONA Steward Training:

Four sessions on Thursday, Aug. 17

For more info, see page 3 of this newsletter.

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We Need Your Leadership!

Nominations Open to Serve on PNCC and Staffing Committee

Professional Nursing Care Committee (PNCC)

The professional nursing care committee (PNCC) seeks to fill one vacancy. The PNCC is a staff nurse-led committee that is part of the Oregon Nurses Association (ONA)/ Association of University Registered Nurses (AURN) at Oregon Health & Science University (OHSU). Our contract describes this committee under Article 27.4.

The PNCC plays a critical role in shared governance at

OHSU. More specifically, it helps the unit-based nursing practice committees (UBNPCs) resolve issues, and provides training to the UBNPCs. It also runs the elections to fill vacancies on the hospital nurse staffing committee. The PNCC helps fill vacancies on other OHSU nursing committees, monitors ONA/AURN education funds, and makes recommendations about which national nursing certifications should be recognized.

The work of the PNCC is paid. Committee members (six total) are typically chosen by constituent election. However, because this is a mid-term opening, the ONA/AURN executive team will appoint a nurse to serve on the committee, per ONA/AURN bylaws. If you are interested in appointment to the PNCC, please submit a [consent-to-serve form](#), which can be found on the last page of this newsletter (submission instructions on form).

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TIME TO CELEBRATE at the Contract Ratification Picnic

It's time to celebrate our new ONA contract and congratulate each other on the hard work we did to build power and strength during negotiations. Join ONA leaders and activists, including contract action team (CAT) members, bargaining team members, and union stewards, for a picnic at Elizabeth Caruthers Park on the South Waterfront.

ONA/AURN will provide snacks and beverages, including pizza donated by Heart Pizza. You are welcome to bring food and drinks for yourself or to share but it is not necessary. Our celebration coincides with a free concert by the Jellyroll Society (blues, early jazz, and ragtime music), followed by Portland Parks & Recreation's Movies in the Park screening of *Fantastic Mr. Fox* (rated PG) at dusk.

Contract Ratification Picnic

Thursday, Aug. 24, at 6 p.m.

Elizabeth Caruthers Park

3508 SW Moody Ave.

on the South Waterfront

**(Two blocks south of the
Center for Health & Healing)**

All ONA members and their families are welcome! Bring a picnic blanket if you have one and look for the green balloon. To help us prepare, please RSVP to ONA labor organizer Lydia Hallay at Hallay@OregonRN.org

Nominations Open to Serve on PNCC and Staffing Committee (continued from page 1)

Hospital Nurse Staffing Committee

The hospital nurse staffing committee seeks staff nurses to fill two vacancies. This committee was established by Oregon state law and works to find solutions to nurse staffing problems. Under the Oregon Hospital Nurse Staffing Law, when a labor organization such as ONA exists at a hospital, we get to run the process to fill staffing committee vacancies.

The Oregon Hospital Nurse Staffing Law provides that the staffing committee

shall include at least one direct care registered nurse from each hospital nurse specialty or unit. The staff nurse vacancies on the committee are for these two unit clusters:

- Nursing resource management (NRM) and professional services units including 10D Hatfield Research Center (HRC), apheresis, adult gastrointestinal (GI), and the vascular access team (VAT).
- Mother/baby units (12A, 12C, 13C).

If you are a nurse who works on one of these units, cares about staffing (who doesn't?), and wants to help ensure safe staffing and compliance with the law at OHSU, please fill out a [consent-to-serve form](#), which can be found on the last page of this newsletter (submission instructions on form).

If more than one nurse is interested in representing either unit cluster, the PNCC, with help from ONA/AURN, will hold an election for the position(s).

3:1 Is Not a Done Deal

We keep hearing about going to 3:1 in the intensive care units (ICUs) or that 3:1 is a “done deal.” It is not a “done deal.” In our last round of bargaining we strengthened our contract language around staffing and the role of the unit-based nursing practice committees (UBNPCs). Please review some of this new language below. If you would like help or advice about how to deal effectively with concerns about 3:1 in your UBNPC, please reach out to AURN officers or ONA labor relations representatives for help.

27.3 Unit Based Nursing Practice Committees. *Each unit is responsible for developing a Unit Based Nursing Practice Committee (UBNPC) which shall consist of staff nurses and management representatives. Staff nurse representatives shall be selected by nurses on the unit in accordance with the unit's UBNPC charter. For a quorum to exist, the number of staff nurse representatives present must be at least one more than the number of management representatives present.*

27.3.2 Recommendations, functions and authority. *The UBNPC is responsible for making recommendations and performing functions that advance the delivery of professional nursing at OHSU, in accordance with the Nursing Shared Governance Model and that model's Professional Nursing Organization Bylaws as may be amended from time to time, including but not limited to:*

- a. Unit goals related to nursing practice.*
- b. The development, implementation, monitoring, evaluation and modification of the unit staffing plan. The unit manager will actively engage the UBNPC in these processes throughout the year. The UBNPC will assure that any contemplated changes to the unit staffing plan will be communicated to all staff nurses on the unit followed by a reasonable period for input and recommendations prior to finalizing the plan. The UBNPC,*

at its discretion, may conduct a non-binding vote of the bargaining unit nurses on the unit to gauge support for the plan changes, results of which shall be shared with the staff. On an annual basis and prior to the OHSU budget cycle, UBNPC's will submit a written unit specific staffing plan to the Hospital-Based Nurse Staffing Committee. A UBNPC meeting agenda item shall include discussion of the unit staffing plan for the coming fiscal year. Data within each unit relevant to the unit's budget process and safe patient care shall be used for discussion of the plan. On a quarterly basis, the UBNPC's will, as needed, conduct a review of the staffing plan's performance and make plan adjustments where appropriate.

c. Current contract requirements.

d. Other tasks agreed to or assigned by the Employer, including the opportunity to provide recommendations on unit specific scheduling practices in accordance with Section 7.2.1.

Decisions/recommendations made by a UBNPC must be in compliance with the current contract, statutory regulations, and hospital policy and procedure. All clinical decisions relative to nursing practice remain the province of the staff nurse, operating under accepted standards of care and hospital policy and procedure. All unit based decisions that have a fiscal impact upon the Employer remain the province of the Employer, provided that this clause shall be interpreted and operationalized in a manner that is consistent with Oregon's nurse staffing law. It is the intention of the parties that managers will actively seek the input and recommendation of staff nurses on all fiscally based decisions.

Please know even your UBNPC is not the last word on 3:1 ratios in the ICUs. We still have the hospital nurse staffing committee that we can work with on this concern as well.

Who Got the Lump Sum Payment?

Our newly ratified contract included a lump sum payment as a part of the economic settlement. ONA has heard that a few nurses did not get the payment; however, many of these nurses stopped working at OHSU before July 15, 2017. Nurses who terminated employment at OHSU prior to July 15 may not be eligible for the payment, per

the contract's memorandum of understanding (MOU) #13.

MOU #13 states: "A lump sum payment will be paid no later than July 15, 2017 to every bargaining unit nurse who is employed on both the date of ratification and the date of payment, in the amount of 0.75% of their annualized Appendix A straight rate of pay as of March 31,

2017, pro-rated based on FTE.

Resource nurses will be assigned an FTE status of 0.2 for purposes of this payment."

If you are still employed at OHSU and did not get the lump sum payment, please let us know by emailing an ONA labor relations representative.

Thinking about Retiring Early?

In our new contract we negotiated an early retirement provision as a part of our economic settlement. The letter of agreement (LOA) on the voluntary retirement incentive program (excerpted below) contains information about qualifying for early retirement.

Also, if you plan to come back from retirement as a resource nurse and get health insurance benefits, please read the last paragraph of the LOA excerpt, which explains how that will impact your retirement bonus.

Between July 1 and Oct. 31, 2017, nurses may elect to take voluntary early retirement with an effective retirement date of Feb. 28, 2018 (excerpt from LOA):

3. To be eligible to participate, employees will need to meet the following conditions:
 - a. Be enrolled in an OHSU retirement program;
 - b. Have an appointed FTE of .5 or greater; and
 - c. Have a combination of age and years of OHSU service of seventy-five (75) or more.
4. The options that will be available to

participants in the [Voluntary Retirement Incentive] Program are:

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

medical, dental and vision insurance coverage under COBRA at the same existing contribution level.

5. A nurse who participates in the Program and then returns to employment at OHSU will be employed as a resource nurse without seniority and will not be eligible for retirement or health insurance benefits. Nurses who return to work and later elect health insurance coverage must repay any benefits received under options (b), (c) or (d) above. Consistent with IRS regulations, a nurse who elects option (a) above and returns to employment at OHSU will forfeit the balance of the HRA.

We Need Your Leadership!

We fought hard for our new contract, and now we must make sure it's enforced! Our contract works better when we have union members who know how to read and use the document. That's where unit representatives and stewards come into play in a big way. ONA unit representatives and stewards play a key role in helping answer basic questions about our contract, educating colleagues about their rights, and advocating for improvements on the unit. Every unit and every shift should have at least one unit representative or steward. There's no such thing as too many!

This 1.5-hour training will introduce you to unit representative work. It's for nurses who want to learn the basics, including:

Become a Unit Representative/Steward (Or Just Get the Training)

- 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, please email ONA labor organizer Lydia Hallay at Hallay@OregonRN.org.

Level 1 ONA Steward Training

Thursday, Aug. 17

8-9 a.m.

1-2 p.m.

6-7 p.m.

All sessions in School of Nursing (SON) room 107.



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

NOMINATION FORM FOR ELECTION OR APPOINTMENT

Offices/Appointments/Activities with the ONA/AURN/Constituent Association

All sections must be completed.

PRINTED NAME OF PERSON COMPLETING THIS FORM: _____

Your **home** email address: _____

Signature _____ Date submitted: _____

NAME OF THE PERSON YOU ARE NOMINATING: _____

(The nominee must submit the consent-to-run-and-serve form below prior to election or appointment)

Office/Position nominating for: _____

CONSENT TO RUN AND SERVE (TO BE COMPLETED BY NOMINEE)

If nominated, I consent to run, and if elected, I consent to serve, for the following office(s):
(List all that apply)

Print Name	Signature	Date
Department	Home email	Cell phone

Mail to: ONA, Attn: Jaime or Liz
Oregon Nurses Association
18765 SW Boones Ferry Road, Suite 200
Tualatin, OR 97062-8487

Fax to: 503-293-0013, Attn: Jaime or Liz

Please send Jaime Newman (Newman@OregonRN.org) or Liz Morris (Morris@OregonRN.org) an email to confirm you have submitted this form.