



Oregon Nurses Association  
Bargaining Unit Newsletter

Nov. 7 2016

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

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## Next Bargaining Dates

**Nov. 17, 10 a.m.,  
Marquam Plaza**

**Dec. 1, ONA Office**

### 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:

**vacant**

#### Member at Large:

**Harold Fleshman, RN**  
4A Transplant, Urology  
Plastics

#### **Katy Cooper, RN**

7A Medical ICU

#### **Rachel Trumbo, RN**

5B Day Stay

#### **Maria Lavelle, RN**

7 Neuro ICU

#### **Paul Van Waardenburg, RN**

10A Surgery

#### **Paul Goldberg, RN, BSN**

Lead Negotiator

#### ONA Labor Relations Representatives:

##### Jaime Newman

503-293-0011 ext. 331  
[newman@oregonrn.org](mailto:newman@oregonrn.org)

##### Liz Morris

503-293-0011 ext. 319  
[morris@oregonrn.org](mailto:morris@oregonrn.org)



## ONA PROPOSALS DESIGNED TO REMOVE BARRIERS TO PROFESSIONAL NURSING PRACTICE

The first round of 15 scheduled full-day Oregon Nurses Association (ONA)/ Oregon Health & Science University (OHSU) contract negotiations took place Thurs., Nov. 3 at the ONA office in Tualatin. After a brief and customary discussion of ground rules, our team kicked things off by providing an overview of what we hope to achieve at the table this year.

Paul Goldberg is acting as lead negotiator on behalf of our ONA team. Goldberg has returned from retirement as ONA's longtime labor director to assist in these negotiations. He has 30 years of experience in contract negotiation, enforcement, and advocacy on behalf of nurses, both in Oregon and on the national scene. Paul is also a registered nurse. The other eight members of our bargaining team (see roster, left) are OHSU nurses from across the facility; working in different specialty areas, settings, shifts, and with varying experience in the profession and in contract bargaining. Our team is joined at the table by ONA's two labor representatives (Liz Morris and Jaime Newman) and temporary organizing staff assigned to the facility.

The employer's team consists of 11 administration representatives (Hollie Hemenway, HR; Magda Leo, HR; Dana Bjarnason, CNO; Barbara Bonnice, FP Dir; Jennifer Packer, emergency department director; Judi Workman, CV Dir; Rayna Tuski, S OR manager; Sandra Lafky, M-B manager; Jeremy Cook, MS manager; Julie Johnson, Amb Peds Clinics; Dan Forbes, VPHR and lead negotiator Brian Morrison, who was contracted from an outside law firm that primarily represents employers in labor issues.

Your ONA team has spent countless hours preparing for this process, including holding meetings with bargaining unit nurses across shifts, soliciting feedback through our 100-question online bargaining survey, and direct experience dealing with administration around existing contract language (or, the lack thereof). We come to the table first mainly with non-economic issues intended to address barriers to bedside professional nursing care. We additionally presented several key economic issues during this first session. Some of these proposals are highlighted on Page 2.

# ONA-AURN Committee Vacancies

We have vacancies on the following committees.

If you are interested in getting involved and want to nominate

yourself or a co-worker for any of the following committee's please fill out and submit the consent to serve form.

[Click here](#) for a nomination-consent to serve form or go to [www.OregonRN.org](http://www.OregonRN.org) and select [OHSU/AURN](#) under Find Your Bargaining Unit.

**VACANCIES**— *Treasurer, parking committee, grievance committee, professional nursing care committee , (PNCC) , staffing committee, new employee orientation*

## ONA Proposal Highlights

**--A fatigue and practice cooperative agreement to promote safe practices was proposed.** This proposal addresses many areas of practice that create nursing fatigue and is not limited to consecutive hour or day scheduling (the limited focus of the proposed OHSU policy). It addresses additional fatigue issues such as the importance of taking meal and rest period breaks, working over a nurse's regular work schedule (whether initiated by the nurse or requested by the hospital), excessive call hours, maintaining consistent and sufficient sleep patterns between shifts of work (especially for night shift nurses), adequate time off between work shifts, assuring time off for vacation, adequate assistance for safe lifting of patients, adequate overall staffing levels, etc. ONA believes that nurses should practice safely and should be encouraged to self-monitor and regulate their own level of fatigue. In this agreement we propose to help educate nurses about the dangers of fatigue in collaboration with OHSU. We specifically, however, propose that nurses' scheduled hours should not be limited. [Click here](#) (or go to [www.OregonRN.org](http://www.OregonRN.org) and select OHSU AURN under Find My Bargaining Unit) to read this complete proposal.

**--A Staffing Plan Development Proposal designed to capture the unique way staffing plans are created at OHSU.** This includes the role of the Unit Based Nurse Practice Committees in the development of these plans. Oregon's staffing law does not include this type of unit input to staffing plan development. Currently, there is no substantial language in the contract referencing the Staffing Committee; we want to capture the system that's already in place and adopt language from

Oregon's new Nurse Staffing Law, which ONA worked to author and pass in the Legislature last year. (More on this proposal later; we did not have time to present it completely during the first session).

**--A meal period and break relief proposal that requires scheduled staff relief.** Our bargaining survey showed that there's been slight improvement in nurses taking meal and rest periods since 2013 following the Kaisen process, however, a significant number of RNs still can't get or don't have adequate coverage to take their legally-required meal and rest periods, aren't documenting missed breaks, or aren't getting paid for missing them. Our proposal requires that the hospital arranges for break relief so that nurse-to-patient assignment levels remain unchanged when a nurse takes a break. This proposal would prevent nurse assignments from doubling when one nurse watches another nurse's patient assignment during breaks.

**--Meeting release time for all nurses serving on hospital committees.** This proposal is intended to promote legitimate shared governance and collaboration within OHSU. Many nurses serve on committees but cannot fulfill their commitments to participate because of the difficulty for them to attend meetings. Many committees are therefore ineffective because of lack of staff nurse representation. This proposal assures release time so that these committees can be effective.

**--Reinstatement of the 6% employer matched contribution for nurses enrolled in PERS that was discontinued during our last negotiation.** Nurses have expressed a strong desire for all colleagues to be

**(continued on Page 4)**

## New ONA Steward Training Added!

Now that we're in contract negotiations, it's more important than ever that each unit and shift have ONA stewards they can turn to for help. Being a steward is a great way to learn our ONA contract, develop leadership skills, and organize your colleagues towards solutions to common problems at work.

No prior experience needed. Our steward trainings includes information on basic contract interpretation, how the disciplinary process works, and best practices for building power and a voice for nurses on the unit.

**RSVP for either training by emailing**  
[hallay@oregonrn.org](mailto:hallay@oregonrn.org)

Date	Time	Location
Nov. 19	9 - 11:30 a.m.	ONA office
Nov. 21	5:30 - 8 p.m.	OHSU, room TBA

## Calling All Stewards! Quarterly Meeting Dec. 1

This is our first opportunity to meet as a group and share what's been going on across the facility. We'll be discussing open grievances, the fatigue policy, contract negotiations, and opportunities for additional training.

Stop in anytime during the meeting to pick up information, meet other stewards, and get up to speed on the latest actions regarding bargaining.

Thurs., Dec. 1  
5:30 - 8 p.m.  
at OHSU (room TBA)

Dinner will be provided. Please RSVP to Lydia at [hallay@oregonrn.org](mailto:hallay@oregonrn.org)

## Important ONA Nurse Resources

[Membership Services](#)  
[Membership Application](#)

[Professional Services](#)  
[Government Relations](#)

[ONA Calendar](#)  
[OCEAN-CE Online](#)

## ONA Initial Proposals continued from Page 2

treated equally under whichever retirement plan they are enrolled in. UPP enrollees currently receive this employer contribution; PERS enrollees do not.

### **--Safe lift task force**

**memorandum.** This safe lift proposal establishes a task force to specifically review appropriate support staffing for lift/transfer/turning of patients, and to make recommendations to the staffing committee to resolve related issues.

### **--100% employer paid health insurance premium for full-time and 90% employer paid premium for part-time nurses beginning 2018.**

The burden of co-payments and co-insurance continues to rise. Nurses feel that insurance related payments are burdensome and should be off-set by premium reductions.

### **--New harassment dispute**

**resolution process.** This process allows nurses to file a grievance, rather than rely on the integrity office to resolve issues. An additional proposal clarifies both staff and supervisory expectations related to

harassment. Both reinforce that supervisors have a responsibility to both intervene and to comply with hospital harassment policies when dealing professionally with staff nurses.

**--Appraisal modifications.** This includes that appraisals should be designed to be completed within two hours (although all time working on an appraisal will be paid), and a choice by the nurse whether the nurse wants to complete the process at work or off-the-job.

Later in negotiations, our ONA team will bring forth economic proposals, including wage and differential increases.

In presenting our initial proposals and overall framework for understanding, Goldberg asserted, "we will collaborate when we can," but asserted that the ONA team's role in this process is to represent the interests of the approximately 2,500 nurses represented by ONA/ Association of University Registered Nurses (AURN) at OHSU. He recognized that the employer has a different role in that they are fiscally

"Think of this as an opportunity; a window into what nurses are concerned about," Goldberg said.

and legally responsible for the facility as a whole. Our hope is that the employer will understand the unique perspective our team brings to the table, and see that the concerns we raise are rooted in the concerns of the nurses we represent across the facility, as well as the patients that we care for.

"Think of this as an opportunity; a window into what nurses are concerned about," Goldberg said.

**OHSU and ONA negotiation ground rules allow for staff nurse observers to visit negotiations. The ONA team would welcome this interest and support. Please consider dropping by. If you are interested in attending please contact any ONA team member for details. Our next two sessions are Thurs., Nov. 17 at 10 a.m. in Marquam Plaza and Thurs., Dec. 1 at the Tualatin ONA Office.**

## SAVE THE DATE: 2017 ONA NURSE LOBBY DAY

ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and meet with your legislators.

Hundreds of nurses will rally at the Oregon State Capitol in Salem on **Tuesday, February 14, 2017** to advocate for our patients and advance Oregon nurses' practice. It's vital that we have nurses represented in the key decisions that are made about our priorities and key bills that will come up in the 2017 session. Early registration for ONA members is now open.

Visit  
[www.OregonRN.org](http://www.OregonRN.org)  
for more  
information and  
registration.