



# Bargaining Update

For June 2, 2010: Number 3

## Opening Concerns from the AURN Bargaining Team

### Our third session was held on June 2.

We finished up most of the "Housekeeping" discussion (minor changes to the contract) and continued our work on the issue of ONA staff access to OHSU. A summary of those discussions is on page two. We presented the following concerns for problem solving:

**Wages and Relevancy.** It is unclear what past experience is counted with regard to initial placement on the wage scale for new hires to OHSU with prior experience as a RN.

**The Process for the Initial Placement on the Salary Scale.** The process used for placing new hires on the wage scale needs to be clear and standard every time.

**Define Unit. Define Cluster.** Sometimes we refer to units in the contract and other times we refer to clusters in general around OHSU. We need clear definitions of both so that when we are utilizing either — the contract language is clear.

**The Staffing Office.** We are concerned that the staffing office is not managed well, and therefore does not always staff the Hospital with RNs according to the contract. (For example: CNI not being offered or paid, requiring RNs to be on-call for units other than those listed in 7.6.1., etc.)

**Restructures.** The requirements of MOU # 12 were never fulfilled. Restructures are disruptive to the work lives of nurses. We want a clear and consistent way for handling them when they occur.

### **Budgeting for Education Money.**

Units with RNs who do not have budgeted FTEs do not have access to education money. (Specialty Float Pool, CDRC, Research Positions)

### **Float Pool Curtailment and Cancellation.**

It is unclear when and how nurses in the Specialty Float Pool get cancelled or curtailed. A shared understanding of how it works or happens is needed.

### **Floating and Closed Units.**

We need to spell out what happens with units and their staff that experience a temporary closure that will not lead to an on-going closure, with regard to benefits, curtailment, floating, etc.

### **Call Requirements – Rest Period.**

Having to be on-call during the night, then being called in, and being required to work your regularly scheduled day shift – following a call shift is not safe practice for many RNs.

### **Change in FTE.**

We have no language in the contract that describes how a change in FTE occurs — going from a .7 FTE to a .9 FTE) outside of the normal bidding process.

**Safe Patient Handling.** A consistent way(s) to eliminate on the job injuries due to moving patients is needed.

This is not the complete list. For example we will have discussion about wages – a raise, the cost of parking, and health insurance concerns. The idea is to make some opening statements around concerns that are not as difficult to address or both parties may have similar interests in solving. **(continued on page two)**

### **AURN/ONA Officers**

**President**  
Katy Cooper, CMICU 12K  
**Vice President**  
Susanna Rhodes, DNCC  
**Treasurer**  
Harold Fleshman, 4A  
**Member At-Large**  
Louise Darling, Peds. Float Pool

### **Bargaining Team Members**

Maggie Rising, 5A  
Cheryl Rice, DCH OR  
Phyllis Lee, South OR  
Stew Levy, Pain Clinic, CHH

### **ONA Work Group Participants.**

#### **Unscheduled Absences**

Julie Jorgensen, Peds ER  
Julie Castro, Cardiac Surgical ICU  
Nancy Lee, Short Stay  
Katy Cooper, CMICU 12K

#### **Vacation Scheduling**

Helga Promitzer, Care Management  
Terry Stephens, Lactation  
Frank Hunt, 5A  
Susanna Rhodes, DNCC

#### **Shared Governance**

Gitta Gaida, 7C Medicine  
Intermediate Care Unit  
Clarice Gerlach, Cardiac Medical ICU  
Dawn Fisher, Nursing Resource  
Louise Darling, RN Float Pool

#### **Recruitment and Retention**

Marietta Sisca, HC Operating Room  
Carma Stone, Digestive Health Center  
Robin Vesey, Oncology Treatment  
Phyllis Lee, South OR

## More on ONA Concerns

**(Continued from front page)** If you think your concern is not reflected in this initial list, please do not worry. More issues and concerns will be coming forward. You should also check out either of our websites listed below to get a sense of the broader themes (concerns) that we hope to address. On both websites this document is entitled. "What are we bargaining over and why". As bargaining progresses we will make these themes and concerns more specific like we have on the front of this update. Please stay tuned.

## More "Housekeeping"

We finished up most of the housekeeping discussion with a few more issues still to resolve. Housekeeping proposals are minor proposals that do not change the contract but bring more clarity or accuracy. Some times they are also very minor proposals. We have tentatively agreed to over 20 minor housekeeping changes to the contract.

We are still working through some minor concerns around notice with regard to pre-dismissal meetings and how curtailment and cancellation works. We have agreed to bereavement leave for resource nurses, revisions that clarify how military leave works, and the law has caught up with OHSU, therefore Appendix B Domestic Partner Benefits is no longer needed.

## Two New Concerns from OHSU

In our last update we shared the initial problem statements and concerns from OHSU. Two additional problem statements or concerns were presented to AURN at our most recent session. This augments the 18 problem or concern statements that we were provided on May 19—bringing the total to 20.

### Benefit Eligibility

The current month to month basis for determining new or continuing health insurance eligibility is difficult to administer and creates greater instability and unpredictability of insurance coverage for nurses.

### Layoffs

The language of Article 20 creates unintended consequences by not sufficiently anticipating circumstances that arise when layoffs actually occur.

**Our next bargaining session is on June 23. If you are interested in coming, please let us know. The session will take place at ONA Headquarters in Tualatin.**

## Greetings from the New AURN President Katy Cooper



Greetings! As I take office this week as President of AURN, I reflect back on how I got here. When I first completed an ONA membership application in 1993, I could not conceive of the idea I would one day be leading our team as your President. In fact, I would have laughed at any suggestion that I would become actively involved in a union at all.

Although I knew that I had indirectly benefited financially from union contracts while working at non-union hospitals throughout my career, I never really understood what a union could do for nursing. As time passed, I began to see the true value of AURN as an advocate for nurses both individually and collectively. We are all so busy caring for our patients and our families we seldom seek out ways to help ourselves. As I became more involved in volunteering to serve on AURN committees, I began to find tools that I could use to assist myself and my colleagues in navigating through the business side of our profession.

Just as we advocate for our patients, nurses need advocates for themselves, and AURN filled that need for me. I will forever be grateful for the mentorship I have received from my colleagues on the AURN Executive Board; Harold Fleshman, Susanna Rhodes, and Louise Darling. I look forward to our continued collaboration in our journey of advocacy for the nurses of OHSU, and the profession of nursing in the 21<sup>st</sup> century.

**Kathleen "Katy" Cooper, RN, BSN, CCRN**

## Access for ONA Staff to OHSU

We finished up the discussion that we started on May 19 about what is reasonable access for ONA staff to OHSU facilities, as well as, what constitutes notification to OHSU of their presence on campus as is contemplated in Article 2.3 of the contract.

We agreed to some written guidelines that would not change the contract but would help clarify how much notice ONA staff need to provide and what they need to do when seeking to attend a staff meeting or a UBNPC meeting. This discussion was important as the guidelines will clarify and guarantee how ONA staff are able to have a physical presence at OHSU for communication purposes and to help with AURN activities.