



Bargaining Update

For May 19, 2010: Number 2

Opening concerns and “house keeping” issues from OHSU

OHSU presented around 40 proposals that they deemed “house keeping”. This means they were either very minor changes or wording suggestions that update language in the contract to conform to current practice, but do not change anything substantively. For example, they asked to change “job incurred disability” leave to “worker’s compensation leave”. (We agreed to this change). House keeping proposals were made around dues deduction, following state and federal laws, travel policies, and bereavement and CNI.

Other proposals included sick leave upon reinstatement when you return within 90 days, military leave, and incorporating some of the memorandums of understanding in the back of

the contract into the main body (other articles) of the contract. We agreed to make many of these changes that were suggested.

Not everything that OHSU thought as minor or house keeping was either from our perspective. For example, there were several proposals made around shift curtailment and cancellation that we are reviewing before we agree to the suggested changes. The same is true for changes that were proposed around health and safety.

We agreed to address the remainder of the house keeping issues at the next session. **Stay tuned.** Read the back—you can see where OHSU wants to have more substantive discussion.

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

Bargaining Kickoff & Nurse Appreciation Event

Monday, May 24, 2010 ONA/AURN Bargaining Kickoff & Nurse Appreciation Event!

Visit the ONA Booth at the times and locations listed below to learn about our bargaining priorities & pick up a free gift!

<u>Location</u>	<u>Time</u>
KPV Coffee Corner	9:00 a.m. — 11:00 a.m.
South Hospital Gift Shop	12:00 p.m. — 2:00 p.m.
DCH Lobby	2:30 p.m. — 4:30 p.m.
CHH Lobby	5:00 p.m. — 7:00 p.m.
KPV Top of Tram	7:30 p.m. — 9:30 p.m.

Opening Issues from OHSU for Consideration.

OHSU presented 18 different issues they wanted to address in bargaining. There will be more to come. These issues were either not economic (things like wages and benefits) or had very minor economic impact.

With this style of bargaining, each side presents concerns or issues that we then jointly develop into a problem statement. Each side expresses values or concerns (expressed as interests) about the problem that needs to be taken into consideration. We then brainstorm solutions that meet the interests of both parties as much as possible that then get turned into contract language.

Here is a summary of what OHSU presented.

Scheduling

- Units that have a mixture of 8-hour and 12-hour shifts and the contractual limitations for altering shifts on units.
- Clarification on the ability to adjust a nurse's start time due to patient volume or other operational issues.
- On-call provisions that restrict OHSU's ability to flex staff in response to fluctuating patient volumes.
- Temporary Unit Closures and how this impacts the voluntary and involuntary curtailment and cancellation practices in the contract.
- The lack of flexibility and inequity in granting extra weekend shifts off.
- The consequences for a Resource Nurse not fulfilling work availability requirements.

Conducting ONA business at OHSU

OHSU wants more clarity and understanding about when and how ONA Labor Relations Representatives have access to OHSU and in what venues.

We started to do some work on this concern, and expect to finish it up and report out the results in the next update. Stay tuned for more details.

Non-contractual terms and benefits

This is straight from their opening statement "The current contract imposes restrictions on OHSU's rights that are in excess of the employee protections afforded under Oregon Collective Bargaining Laws for public employees. These restrictions hinder OHSU from responding to workplace needs and places OHSU at a disadvantage in the marketplace."

Use of accrued sick leave, compensatory "comp" time and holiday hours

- The current comp time and holiday pay provisions encourages nurses to take additional time off without utilizing their accrued vacation. Nurses can build up comp time banks without restriction. These allowances add to scheduling and staffing challenges when seeking to provide coverage for time off.
- The current provisions requiring cash-out of holiday hours accrued after the maximum is reached, violates the constructive receipt doctrine utilized by the federal government.
- The contract language for utilization of sick leave is broad. It allows for a nurse to take sick leave even if it means a pay check in excess of the nurse's scheduled FTE.

Application of Differential Pay

- The current eligibility language for shift differential pay has unintended consequences, is difficult to administer, and creates dissatisfaction among nurses.
- The current language pertaining to preceptor pay and compensation of preceptors does not adequately consider the preceptors accountability in performing this function.
- The circumstances under which a shift becomes designated a CNI shift, the scope of its application, and when CNI pay may be waived needs clarification.
- The different forms of pay for interpreter services in the contract are complicated and cumbersome.
- Some nurses are receiving certification pay for certifications that are not relevant to their area of practice.
- How nurses in the Specialty Float Pool become eligible for various differentials needs to be clarified.

Parking and Transportation

Several contract provisions pertaining to parking and transportation need to be updated to reflect current conditions and practices and/or be modified to optimize the filling of available parking spaces.

Be watching for our initial issues and opening concerns in the update following our June 2nd session.