



# Association of University Registered Nurses

An Oregon Nurses Association Bargaining Unit at Oregon Health Sciences University

# Bargaining Update

June 23, 2010: Number 4

## More Concerns from the AURN Bargaining Team

Our fourth session was held on June 23. We presented ten additional concerns for problem solving and worked on a few more "housekeeping" issues. We also started substantive discussions about what should happen to RNs who experience a temporary closure of their unit due to low census that will not lead to an on-going closure.

Both ONA and OHSU suggested this concern needs to be addressed. Thus, it made for a good problem/concern to tackle initially.

### Here are the New Concerns that We Presented.

**Retired RNs Who Want to Work as Resource Nurses.** Some RNs who have retired from OHSU would like to work as resource nurses, but they have difficulty meeting the work requirements.

**The Expense of Being on the ONA Negotiation Team.** Finding a way to ease the financial burden of being on the Bargaining Team as a staff nurse.

**Payroll Overpayments and Underpayments.** Having a clear understanding about the process and the time frames for dealing with payroll overpayment and underpayments.

**Resource Nurses and Bereavement.** Clarifying how resource nurses are treated when they have to deal with a death in their family (as defined in Article 14.3).

**Twelve Hour Shifts.** A clear and standard way that 12 hour shifts are created (come into being) and are managed (scheduled) is needed.

**Positions That Work Call Hours.** The way MOU 4 – On Call Positions are set up with regard to what call hours are worked/scheduled is too rigid and makes this kind of position unattractive to work.

**Credit for Experience and Leaves of Absence.** RNs who take an unpaid leave of absence greater than 15 days lose credit for the purpose of their salary adjustment dates that new hires who come to OHSU with experience and breaks in service do not.

**Donated Leave.** A shared understanding of what is meant by "catastrophic" for the purpose of donated leave regarding Article 12.4.

**Severance Pay During Layoff.** Providing severance pay during times of layoff.

**How the Work Week is Set-up.** The current definition of the workweek is Monday through Sunday. This makes creating schedules that are more appealing to nurses difficult.

At our next session on June 30, the intention is that both OHSU and ONA/AURN will put out the rest of their concerns. This is where you will see our concerns around compensation, health care, parking, etc. We will see economic concerns from OHSU as well. Stay Tuned.

### 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

## “Housekeeping” on Shift Cancellation and Curtailment and Parking

We finished up most of the “housekeeping” discussion with a few more issues still to resolve. We are still working on the language in Article 7 with regard to shift cancellation and curtailment. Neither party is looking to change the process. Both sides just want to make sure what happens and how shift cancellation and curtailment works is clear and easy to understand.

Another housekeeping discussion is happening around parking. Both sides would like to make it easier to find items in the contract about parking. To that end, we are working to consolidate the language in Memorandum of Understanding Number Seven in the back of the contract with Article 25, as well as update the language and take out references to items that no longer are used, such as a phone number and references to certain satellite lots.

Again, “housekeeping” proposals are minor proposals that do not change the contract but bring more clarity or accuracy. Doing this does not preclude either party from proposing a substantive change in the contract in these areas. You can bet that we will be asking to make some improvement to the overall parking situation for nurses at OHSU.

## What Should Happen to Nurses on units who experience prolonged low census that are not likely to lead to layoffs?

Over the last few years some units have experienced prolonged significant low census that lead to the unit being closed and patients who would normally be sent to their unit being sent elsewhere. The units were temporarily closed because the patient census did not justify having any staff around. Some of these units were closed for more than three days with some units staying closed for over two weeks.

The contract does not give much guidance about this situation. When units close for prolonged periods of time it raises issues like “why are Resource Nurses working when I have a regular position, and I am not working?” “I am about to hit the curtailment cap and there is no work for me, what will happen?”

Both OHSU and ONA/AURN want to figure out what happens in this situation. Because the issue is complicated, we did not finish our discussion at this session. Look for a more detailed update and possible resolution on this issue in the next update.

## What will our wage proposal look like?

Because of the style of bargaining that we are doing, we will not open with a wage proposal that calls for a specific wage increase. For example: we might normally initially propose a three year contract with an 8% wage increase each year of the contract. We will not be starting that way this time.

It's not that we will not be seeking a meaningful raise, it's just that with this style of bargaining that is not how you start out. If you want to get a flavor for how we are approaching wages or other issues go to our websites and click on the link entitled “what are we bargaining over and why.” Stay tuned.

## Send ONA your e-mail address

Many members aren't getting the most up-to-date information because ONA doesn't have a current personal or home e-mail address on file for them or the e-mail address on file is an OHSU work e-mail. **ONA is restricted when sending out mass e-mails to OHSU addresses.** We can only make brief announcements, encourage people to look at our web site, or let them know about meeting dates and times.

To remedy this situation, ONA is encouraging all OHSU/AURN members to go to [www.OregonRN.org](http://www.OregonRN.org) and click on “Update Your Contact Information” to update their information on file to include a personal (non-OHSU) e-mail address to ensure that messages with more details about bargaining can get through in a timely manner. Together we can make sure everyone is involved and stays informed throughout the entire negotiation process.

## Have you seen these people?



Tresa Cavanaugh and Courtney Niebel

Our new Labor Representative and our Organizer are making more time in their work schedules to “round” the units. They are doing this so that they can meet you and you can

meet them and talk about what is happening in negotiations. Please look for Tresa or Courtney at the facility. Take a break and talk with them or call ONA's office and ask them when they might be coming by to visit.