



# Association of University Registered Nurses

An Oregon Nurses Association Bargaining Unit at Oregon Health Sciences University

# Bargaining Update

For May 5, 2010: Number 1

## Bargaining has started. We are trying this in a new way.

Our first session was held on May 5. We discussed ground rules (things like 1.) no interruptions when people are speaking 2.)using the principals of interested based bargaining to resolve problems 3.)how we will signify agreement on an issue 4.) the role of visitors, etc. See page 2) and the how the work groups will operate (process and scope of their work) and be facilitated. We used the interest-based bargaining process to address

these matters and reached agreement on both of them. Our next session is scheduled for May 19. We plan to hear opening proposals from OHSU that they consider housekeeping (usually uncontroversial changes that only update the contract where items are out of date or inaccurate) and their thoughts about issues to tackle using the interest based process that are not being addressed by the Work Groups. Stay tuned.

### AURN/ONA Officers

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

### Bargaining Team Members

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

## Meet the Work Groups

In addition to using the interest-based bargaining process, another new feature to bargaining this time is the utilization of Work Groups (WGs). The idea behind the WGs are to make it so that more people can get involved in the bargaining process and address problems and issues that have not always gotten attention. There are four (4) WGs. The nurses participating on behalf of AURN are listed to the right. Managers and HR business partners are also participating. Each WG has a topic and will be using the interest based bargaining process to come up with

recommendations for changes to the contract or work processes in the following areas: 1.) unscheduled absences — dealing with attendance, 2.) vacation scheduling — hopefully making it easier to take and cover the annual accrual, 3.)shared governance — finding more and better ways to involve nurses in operations and patient care planning, and 4.) recruitment and retention — i.e. how will we attract and retain nurses to work at OHSU. The WGs will be meeting separately from the Bargaining Team, though each work group has a mem-



ber of the bargaining team (OHSU and AURN/ONA). The WGs will only make recommendations given to the full Bargaining Team in the form of a report. Future bargaining updates will report on the progress of the WGs along with any progress made in bargaining by the Bargaining Team in general.

### 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

## What are ground rules

We agreed to ground rules at our first session. Ground rules are kind of like bylaws for an organization. They govern how things will operate and who will do what. Typically they cover things like start and stop times, how agreement on something will be recorded, the decision making process, how visitors are handled, etc. They are not proposals. They do not change terms and conditions of employment in the contract. We have them to establish meeting norms and expectations. If you would like to have a copy of the ground rules that we are using in bargaining please e-mail Rob Nosse at [nosse@oregonrn.org](mailto:nosse@oregonrn.org) for a copy.

## Take the AURN OHSU Survey

We are still collecting your thoughts and ideas! It is not too late to take the Pre-negotiation Survey. We review the updated results as more responses come in and we use this survey to get a sense of what is important for bargaining.

**Go on line to [www.oregonrn.org](http://www.oregonrn.org).** Click on Current Surveys and look for OHSU/AURN Survey.

If you lost your access code you can do one of two things. Call ONA at (503) 293-0011 and ask for P.K. She will provide you with a log-in code. You can also just use your name as the log-in. Even if you use your name your individual responses will still be anonymous. The computer logs the results of the survey and does not attribute your responses to the log-in. All we will know if you use your name, is that you logged on to take the survey, not how you responded.

## Meeting the ONA Labor Reps.



Three staff people from ONA will be assisting the Bargaining Team with contract negotiations. From left to right Tresa Cavanaugh and Rob Nosse and Courtney Niebel. .

## Our next bargaining session is on Wednesday, May 19. An update will come on May 21.

In the near future an update will come out that highlights our main concerns and priorities for this round of negotiations as well as OHSU's. Be watching for an announcement about an ONA event at OHSU on May 24. Stay tuned.

## How to get bargaining updates

Our ability to communicate with you at work via OHSU e-mail is limited. When we send things to your OHSU work e-mail, we can only make brief announcements, encourage people to look at our web site, and let them know about meeting dates and times.

We have two (2) websites listed below where updates with more detail will be posted after each and every session. We are asking ONA Unit Representatives and contacts to provide a personal non-work e-mail address, so we can send a PDF of these updates for the purpose of distribution at work. We will also make rounds in the facility periodically. To that end we need a Unit Representative or contact person in the following units where we don't have some one yet identified.

**Orthopedics: South 10A**  
**Cardiac and Vascular Intermediate Care Unit:**  
**Kohler 11K**

**Adult Oncology: Kohler 13K**  
**General Surgery Unit: South 14A**  
**Adult Bone Marrow Transplant: Kohler 14K**

**Angiography Service: South 11 C**  
**CEI OR and the CEI SSU**

**Hematology/Oncology: DCH 10 S**  
**IV Therapy**

**Short Stay Unit**

**Poison Control Center**  
**Peds Special Nursing**

**Pediatric Acute Care: Surgical**

If you are interested contact Courtney Niebel at ONA at 503-293-0011 x341

**You can also call the Hotline at  
(503) 494-6880. This will be  
updated after each session.**