

ONA/OHSU

Executive Committee

President

Harold Fleshman, RN
10D Epilepsy Monitoring Unit

Vice President

Terri Niles, RN
7C Neuro ICU

Secretary

Pa Vue, RN
11K Cardiovascular
Intermediate Care

Treasurer

Michelle Brashear, RN
14KPV Adult
Bone Marrow Transplant

Member-at-Large

Julie Jorgensen, RN
ED-DCH

**ONA Labor Relations
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Suite 200, Tualatin OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

New Contract Provision Reminders

The provisions of our new contract are now in effect, except where specifically noted.

With regard to pay increases: Our across-the-board raises are in effect beginning the second pay period, which was Jan. 18. All other economic adjustments are in effect at the end of the second pay period, which means they begin Feb. 1.

COVID protections are now extended through June 30, 2021. This includes the extra sick hours bank.

Across the Board Raises

- A 10 percent across the board increase over the life of the contract, starting with 2.5 percent in the pay period beginning Jan. 18, 2021, then 2.25 percent on July 1, 2021.

Financial Changes

- All other economic adjustments are in effect for the pay period starting Feb. 1.
- Certification Pay \$2,200 (was \$2,000), \$2,500 in 2022.
- Critical Need Incentive (CNI) \$20 (up from \$14).
- Evening shift differential increased to \$2.60, (was \$2.50) then \$2.70 in 2022.
- PANDA transport allowance increased to \$75 (was \$65).
- Float differential extended to outpatient areas (CHO considered one unit).

Stronger Staffing Language

- OHSU must establish and maintain unit staffing levels, even for meals and breaks. Staffing plan submissions must include a patient acuity and workload intensity tool agreed upon by the Unit Based Nurse Practice Committee (UBNPC). With this new language enshrined in our contract it's more enforceable.
- UBNPCs will receive an additional 500 hours, and representation on UBNPCs will be at least 10 percent of unit with a maximum of 10 and a minimum of three.

Call and CNI Updates

- OHSU will make a good faith effort to avoid mandatory call—any additions to mandatory call units must be bargained with AURN/ONA.
- Critical Need Incentive (CNI) can be temporarily increased but must be hospital wide and limited in duration. If needed, other enhancements can be negotiate; also, mandatory overtime voluntary (MOV) is still available and AURN/ONA has always encouraged OHSU to use MOV to fill critical needs.

Quarantined Nurses Will Receive Paid Leave

When a nurse has a high-risk exposure to a communicable disease and must be quarantined, they will receive paid administrative leave (unless they are already receiving time loss workers' compensation).

New Contract Provision Reminders *(continued from page 1)*

Nurse Safety

- Employees will receive training in trauma-informed care, as well as crisis interventions and de-escalation techniques.
- Locked cabinets in all units, including cabinets in each acute care adult inpatient room.
- Expansion of Code Green to include all forms of threatening behavior.

PPE

- There will be regular reviews of PPE inventories and emergency preparedness. Use of equipment must be according to manufacturer standards, except in emergencies or shortages in which case OHSU must follow national or local standards.

Racial Justice, Equity, and Inclusion

- Racial justice and overall equity is now a part of UBNPC work, with 125 additional paid hours for such work in our contract.

Stronger Coaching Language

- Better definition of coaching emphasizing they are not a part of discipline process. Coaching and Work Improvement Plans can be removed from file after two years, and coaching must not have any impact on applications for internal transfers.

Transfers

- The timeline for transfers was shortened from six months to 90 days, except when more training is needed, or hard-to-fill positions are being replaced.

REQ

- As of June 1, 2021, canceled or curtailed nurses will code their time electronically, as well those who choose to take time unpaid with benefit accruals (REQ) will code it electronically.

Education Leave

- Education leave hours increased to 1,400 (currently 1,200) for attending conferences.

Open Shifts

- Open shifts can only be filled by nurses outside a unit after the schedule has been posted for 7 days.

Bereavement Leave

- For the first time we have paid bereavement leave in our contract. It's 12 hours paid leave and this creates an opportunity to increase it in subsequent contracts.

Jury Service Accommodations for Evening and Night Shift Nurses

- At least 10 hours rest between jury duty and start of next shift.

Shift Curtailments

- Shift curtailments are no longer restricted for beginning of shift or the minimum one-hour notice (in non-procedure units). However, nurses must be allowed to finish work for the day. All curtailments and cancelations must still abide by the order in 7.12.7 of our contract — for practical purposes most of the time this means volunteers. We must be vigilant to grieve any violations.

Contract runs through June 30, 2023.

Inclement Weather FAQ

How do I know if OHSU has declared inclement weather when "long-term" modified operations is currently in place?

- Visit the O2 home page for updates
- Call OHSU Alert Line (503) 494-9021
- Check OHSU Now posts for alerts at 5 a.m., 9 a.m., 1 p.m., 5 p.m. and 9 p.m.
- Sign up for Modified Operations Text Alerts here: <https://o2.ohsu.edu/emergency-management/modified-operations.cfm>

I'm concerned about my commute into work. How can I check on Marquam Hill Road conditions?

- Driving and parking conditions can be checked via the OHSU Alert Line phone number listed above
- Check the OHSU campus road cams here:
 - ◆ <https://www.ohsu.edu/visit/road-cams>

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Inclement Weather FAQ *(continued from page 2)*

Although OHSU has not officially declared inclement weather, there are road conditions that may prevent me from getting safely to work. What should I do?

Per Article 7.11 in the OHSU/ONA 2020-2023 contract, you should act in your own and OHSU-shared best interests to remain safe. If you find yourself unable to safely commute to work in a timely fashion, you will receive no loss of pay for reporting less than two (2) hours of work later than your scheduled start time provided every reasonable effort has been made to report to work on time (Article 7.10.3). Arrivals later than two (2) hours beyond scheduled start time shall be paid based upon actual hours worked.

If you are unable to report to work provided every reasonable effort has been made, you may use vacation, compensatory time or take leave without pay.

Per your supervisor's discretion, you may make up this lost time provided that it does not require payment of overtime or premium pay (Article 7.10.4).

I'm concerned about safely commuting home and back before my next shift tomorrow. What should I do?

Notify your management team about a desire to stay at your work site and they should make an effort to arrange overnight lodging for you.

I arrived to work during inclement weather only to find out that my work area is closed.

If you arrive to work a regularly scheduled shift without having received notice of work area closure at least one (1) hour prior to start of shift, you shall be paid for the full shift of work (Article 7.10.1).

Nominations Now Open for ONA Positions at OHSU

As nurses, we all have a role to play in helping to make OHSU a great place to work. Because of our union, we have a real, meaningful voice in our wages, benefits and working conditions here at OHSU. Our bargaining unit has been around since 1972, when nurses joined together to organize and bargain our first contract. The continued strength of our union depends upon the involvement of nurses like us.

We elect our executive committee, made up of our nurse colleagues, to help run the day-to-day operations of our professional association. We support the work of our elected leaders through membership, participation in ONA activities and committees, and by staying informed and educated about our contract. Some of the work of these positions is on paid time and some is unpaid time.

Have some ideas about how we could improve our union? Run for office!

Open ONA/OHSU leadership positions include:

- **Vice President**
- **Secretary**
- **PNCC**
- **Staffing Committee**

All positions are for two-year terms, per the bylaws. If a position is currently vacant the position will be assumed immediately after the election (except staffing committee which has no term limits in the law). Training and support is available, and any nurse who has been an ONA member in good standing for 12 consecutive months prior to running is encouraged to apply.

You may nominate any ONA member from our bargaining unit, including yourself, for any of these positions. Newly elected leaders will assume their duties on June 1, 2021.

The following is a breakdown of the primary roles and responsibilities by each position.

[Follow this link for online registration](#), or go to www.OregonRN.org/ohsu-cts.

Vice-President

- Assume duties of the president in their absence.
- Assume the office of president in the case of vacancy.
- Be a member of the negotiating team.

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Nominations Now Open for ONA Positions at OHSU *(continued from page 3)*

- Be a member of AURN for twelve (12) consecutive months prior to nomination.
- Perform other duties as deemed necessary by the Constituent Association 52 (CA 52)/AURN Board of Directors.

Secretary

- Record or designate someone to record the minutes of CA 52/AURN meetings as needed and post in a timely manner.
- Conduct the general correspondence of CA 52/AURN.
- Be a member of CA 52/AURN for twelve (12) consecutive months prior to nomination.
- Preserve all documents, minutes, newsletters, and correspondence of CA 52/AURN.
- Prepare documents for ONA as required, including change of officers and an annual report to the House of Delegates.
- Perform other duties as deemed necessary by the CA 52/AURN Board of Directors.

Professional Nurse Practice Council (PNCC)

- The PNCC serves as a resource to direct care nurses in OHSU's hospital and clinics on matters related to patient care and professional development.
- The PNCC provides training to the unit-based nursing practice committees (UBNPC) and works to resolve issues which cannot be satisfactorily resolved at the UBNPC level.
- The PNCC also monitors the distribution of staff development funds.
- Per contract (27.4.3) the employer provides the committee with four hundred (400) paid hours per fiscal year for PNCC members to attend to PNCC responsibilities described herein. The release hours shall be paid at each nurse's straight time rate. The Employer will also assign administrative

personnel for up to forty (40) hours per year to support the activities of the PNCC.

Staffing Committee

- This committee has responsibility to approve/deny all nurse staffing plans and address nurse staffing issues throughout OHSU. It's also an opportunity to advocate for nurses who are addressing staffing issues on their units and to help move OHSU forward in implementing best practices under the Oregon Hospital Nurse Staffing Law.
- The committee meets the first Wednesday of the month from 3 – 5 p.m. at OHSU.
- Per ORS 333-510-015(3) "The hospital shall release a member of the staffing committee from his or her assignment to attend committee meetings and provide paid time for this purpose."
- The staffing committee members nominate and vote to approve the ONA (direct care RN who is non-managerial) co-chair position.

Other Committee Openings:

In addition to elected positions we also have a number of vacancies on the Grievance Committee.

- **Grievance Committee:** Are you interested in helping your co-workers with workplace issues including serving as a unit representative in investigatory meetings, assisting with grievance handling, etc.

Meets every *other* month. Second Thursday of the month. (This position includes some paid time and training will be provided)

Nominate yourself and/or a friend to get involved!

Nominations are due by March 19, 2021.



Oregon Nurses Association (ONA)/Association of University Registered Nurses (AURN) at Oregon Health and Sciences University (OHSU)

You must be a member in good standing in order to nominate or to serve.
Return completed forms to Oregon Nurses Association (ONA) no later than March 19, 2021.
Fax to Jaime Newman at 503-293-0013 or email Newman@OregonRN.org

AURN OHSU Officer Nomination Form

Position	Name of Nominee	Signature of Nominee (signifying consent to run and serve if elected)	Date
Vice President			
Secretary			

Professional Nurse Care Committee Nomination Form

Name of Nominee	Signature of Nominee (signifying consent to serve if elected)	Date

Hospital Nurse Staffing Committee Nomination Form

Position	Name of Nominee	Signature of Nominee (signifying consent to serve if elected)	Date
Ambulatory #2 – CWH, Home Infusion, Family Medicine (*5), Digestive Health Center			
Pediatrics – 8N, 9N, 9S, 10N, 10S, PANDA, Pediatric Sedation, Pediatric (10C), Pediatric Float Pool			
Perioperative / Peri-Anesthesia – Intra-operative (ORs): • CEI, CHH, DCH, and SOR • Pre and post PACU: South (6A), CHH, CEI & DCH			
Women & Infants – 12A, 12C, 13C			

The committee is made up of direct care registered nurses as well as an equal number of nurse managers. The committee meets monthly on the first Wednesday of the month from 3 – 5 p.m. Members are paid for attending this meeting. Members of the staffing committee review and approve staffing plans, SVFs (staffing variance forms), and any new policies or procedures that impact nurse staffing.

Please include your contact information below.

ONA will use this information to update its own records and track who has submitted nominations.

Name: _____ Address: _____
 City: _____ State: _____ Zip: _____
 Home Phone #: _____ Cell Phone #: _____ Email: _____

ONA Statewide Elections

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization's internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.




Nominations are open Feb. 15 to March 15.

To learn more and complete your Consent to Serve form to declare your candidacy, visit:

www.OregonRN/Elections

Virtual Nurse Lobby Week



Feb. 22-26, 2021
We Always Show Up!

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon's health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

Learn more and register for Nurse Lobby Week at:

www.OregonRN.org

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care



www.OregonRN.org/Steward-Training

Grievance Handling Training

- Saturday, February 27, 2021

Building Worksite Power Training

- Tuesday, March 16, 2021

Introductory Steward Training

- Saturday, April 17, 2021