



Bargaining Unit Officers

Harold Fleshman, RN
President 4A
Susanna Rhodes, RN
Vice-President DNCC
Tricia Shoun, RN
Secretary 8N PICU
Louise Darling, RN
Treasurer Float Pool
Katy Cooper, RN
Member at Large
CMICU 12K
Julie Kettler, Labor Relations Rep
503-293-0011 x330
kettler@oregonrn.org
Courtney Niebel, Organizer
503-293-0011 x341
Niebel@oregonrn.org

Unit Representative Trainings: Winter Series Scheduled

Know your rights at work! Whether you are committed to becoming a unit representative or just want to ensure that your manager is following the contract – this training is for you! The training is designed to provide attendees with a basic understanding of labor law and contractual provisions that protect your rights at work. Reserve your spot today!

Winter Training Series
9a-1p @ The ONA Office in Tualatin
Saturday, January 30
Saturday, February 6

**To RSVP or inquire about our Unit Representative Training
Contact ONA Organizer, Courtney Niebel @ 503-293-0011x341 or
Niebel@oregonrn.org.**

Volunteer Opportunities

We are seeking several ONA members to sit on various OHSU and AURN committees. Opportunities are available for you to participate on the Parking Committee, Grievance Committee, Membership Committee or become a member of the Drug-Free Task Force. If you are interested in joining a committee or would like more information on the positions available contact ONA Organizer, Courtney Niebel at 503-293-0011 x341 or Niebel@oregonrn.org.

Save The Date

**Be a Part of Shaping
ONA's Statewide Agenda!
Participate as a Delegate at
Convention!**

Save The Date

The ONA Convention is just around the corner! This year's convention has been condensed into a half day of educational opportunities and a full day House of Delegates on April 16 & 17 at Lane Community College in Eugene. AURN will reimburse any delegate for all travel expenses incurred. If you are interested in becoming an ONA delegate for District 52 contact Courtney Niebel at Niebel@oregonrn.org today.

OHSU is Creating an Admission, Discharge & Transfer Unit

Management has been contemplating opening an admission, discharge, and transfer unit (ADT) to improve the flow of patients throughout the hospital. AURN has been involved in preliminary discussions regarding development of this new unit. We will continue to monitor administrations progress and be involved with the implementation of this new unit. Contact an AURN officer or organizer, Courtney Niebel Niebel@oregonrn.org if you have insight, concerns or questions about this new unit.

Educational Opportunities from the Labor Education and Research Center

For details on any of the following educational opportunities visit www.uoregon.edu/~lerc/
To request AURN reimbursement for training attendance email Courtney at Niebel@oregonrn.org

Collective Bargaining Institute

Menucha Retreat Center • Corbett, Or.
December 6-11, 2009

March 12-13, 2010 Metro II — Portland

- Speaking with Authority
- Introduction to Labor Law
- Advanced Grievance Handling
- Labor History I: From Colonial Times to the Great Depression

April 24, 2010 Eugene-Springfield & Bend

- Bargaining to Win
(Class offered by Video Conference)

PERC XXVI (Public Employment Relations Conference)

Salem Conference Center, Salem, Or.
April 8, 2010

PNLHA Conference (Pacific NW Labor History Association)

UO White Stag Building, Portland, Or.
June 11-12, 2010

Summer Institute for Union Women

Reed College Campus, Portland, Or.
July 6-10, 2010

AFL-CIO Summer School

UO Campus, Eugene, Or.
August 6-8, 2010

PERS Update

In July, the PERS Board reviewed the Assumed Rate and Mortality Tables and adjusted the latter.

At the PERS meeting, actuaries presented their recommendations regarding demographic and investment assumptions to be used in an evaluation of the 2008 plan. Any change in the assumptions regarding earnings or mortality have a direct impact on money match benefits paid under the system. The Board ultimately voted to maintain the earnings assumption at 8%.

The second issue the Board took up was the adjustment of mortality rates based on current experience of the plan. PERS reform legislation in 2003 directed PERS to make certain that actuarial assumptions were consistent with the actual experience of the plan. On average, PERS retirees are outliving the actuarial assumptions and therefore they have been amended from time to

time to match the longer life expectancy. The PERS actuary recommended a change which would bring those life expectancy assumptions in line with current experience.

The actuary recommended the use of what are referred to as generational tables, which are tables that use a slightly different longevity expectation depending on your year of birth. These tables have built in assumptions about increases in longevity which makes the tables essentially self adjusting. The Board adopted the actuary's recommendations and adopted these mortality tables.

The result is an approximate 2% loss of value for retiring money match members commencing January 1, 2010.

More Information at: www.oregon.gov/PERS/

Negotiations 101: The Nuts & Bolts of Bargaining

Collective bargaining, commonly referred to as negotiating, is the term used to describe the process by which a group of employees bargain with their employer to establish a labor contract or collective bargaining agreement. At OHSU, the bargaining unit consists of the Staff Nurses and some NPs employed by OHSU that are represented by the Oregon Nurses Association (ONA), our collective bargaining agent.

The elected officers and appointed volunteers from the OHSU bargaining unit, also known as the Association of University Registered Nurses (AURN), form the negotiating team which will represent the bargaining unit during contract negotiations. This team is responsible for identifying issues to raise during negotiations and to develop a set of contract proposals to add to or amend the existing labor contract. These proposed changes to the contract are derived from surveying the nurses in the bargaining unit to determine what issues are most important as well as reviewing past grievances, complaints, comments and current labor market trends. **All AURN members will be invited to participate in this survey in January to identify important issues to address during 2010 negotiations which will commence this spring.**

During negotiations the AURN negotiating team and administration's negotiating team will formally present proposals and develop counterproposals for a new contract. When both sides agree to the terms of a given proposal to retain, change or add contract language, a tentative agreement is reached on that provision. If a tentative agreement cannot be reached on all issues proposed and both parties decide that no further negotiating can be made they have reached an impasse. At that time, a mediator may be brought in to resolve outstanding issues, facilitate the negotiating process and to obtain a viable agreement.

When a tentative agreement has been reached on all provisions of the contract, the bargaining team will call a meeting to present the new contract to the members of the bargaining unit for ratification. The bargaining team will explain the new agreement, answer questions and make a recommendation for or against ratification of the contract. **If the contract is ratified by a majority vote of AURN members, it goes into effect on the date specified in the agreement. Nurses may vote "no" to signal dissatisfaction with the tentative agreement and send the bargaining teams back to the negotiating table.**

A successful agreement that benefits the AURN is obtained through negotiation and strength at the bargaining table and through collective actions that demonstrate the resolve of the nurses to reach a fair settlement. **Becoming a member of the Oregon Nurses Association is one way to show that you are personally invested in the outcome of negotiations.** OHSU management is well aware of the number of nurses who have invested in full membership versus those that have defaulted to pay a fairshare service fee. They often use this data to assess the support and commitment of bargaining unit nurses which influences their willingness to agree to contract improvements for the AURN.

If you are interested in serving on the AURN Negotiation Team, please contact Courtney Niebel at Niebel@oregonrn.org.

Contract Corner



Removal of Disciplinary Materials from Personnel File

Have you been disciplined in the past? You may be able to have your disciplinary record(s) removed from your personnel file.

Article 6.11.3 of the contract states: *Written disciplinary notices for conduct other than theft, willful misrepresentation, conduct threatening or endangering the safety of others in the workplace, or discrimination, harassment or assault/violence (as defined by law) against another person, shall be removed from a nurses personnel file after two (2) years, upon written request of the nurse to Human Resources, provided there have been no incidents of a similar nature in the interim.*

Float Differential

Do you regularly float off of your home unit? If so, you may be eligible for a \$2.00/hour differential for all hours worked on another unit!

Article 10.8 of the contract states: *Nurses in inpatient areas who float off of their home unit at the Employer's request on two (2) or more shifts in a pay period shall receive a float differential of \$2.00 per hour for all hours floated in the pay period.*



What Does Voting Yes Protect?

In Oregon, 93% of the state general fund goes directly to health care, education, and public safety. The economic crisis has put these vital services at risk just when Oregonians need them most. This January, voters can protect critical services for children, seniors and the unemployed by voting YES on Measures 66 & 67.

These are some (not all) of the critical services voting Yes on 66 & 67 will protect:

- Foster care for 1,000 children
- Health insurance coverage for approximately 20,000 children under the Oregon Health Plan as well as another 20,000 low-income adults, including seniors and people with disabilities
- In-home care for 2,000 seniors and people with disabilities and nursing home care for another 500
- Care in assisted living facilities for 2,000 seniors and people with disabilities
- \$285.5 million for K-12 education: enough to pay for 1,610 teachers and 1,057 hourly employees such as custodians, bus drivers, and cafeteria workers
- \$24.4 million for Oregon's community colleges, preventing tuition and fee increases
- \$5.1 million for student assistance
- \$4.1 million for health care workforce training and education through providers

By voting YES to raise the corporate minimum and the tax rates on households with income above \$250,000, we can preserve essential services like K-12 education, in-home care for seniors, and the Oregon Health Plan through these tough economic times. Over 97% of taxpayers will not see a raise in their taxes.

Visit www.YesforOregon.org for more information or contact Samantha, ONA's Political Organizer, at shepherd@oregonrn.org to get involved.

Health Reform Legislation passes the House!

The U.S. House of Representatives did pass health reform legislative with a vote of 220-215 on November 7, 2009. The historic vote took the national health reform movement for universal health coverage further than ever before. Oregon's U.S. Representatives voted as expected with the Democrats voting for the bill and the Republican (Rep. Walden in Oregon's 2nd District: Eastern and Southern Oregon) voting against the bill.

Some key elements of H.R. 3962, "America's Affordable Health Care Act" are:

- A public option structured with regionally negotiated rates reimbursement rates
- Coverage for 96% of the U.S. citizens by 2019
- A ban on denial of coverage for preexisting conditions by insurers and guaranteed renewability
- A cap on out-of-pockets costs, a ban on annual and lifetime insurance payout limits, and the establishment of an "essential benefits" package
- The re-application of antitrust laws to health insurers
- The identification of advance practice nurses as clinic leaders
- Significant investment in public health training, delivery and infrastructure
- Increased reimbursement for nurse faculty that teach at least 2 years and increased funding for advance practice degrees including PhDs
- Investment in research and pilot programs testing the Patient Centered Medical Home and Independence at Home models
- Greater funding for workforce training programs and schools of nursing as well as more grant money for students

For greater information about the bill or to get further involved in the health reform movement please contact Samantha Shepherd in Government Relations at shepherd@oregonrn.org or 503-293-0011 x342. We do expect a slew of in-district Congressional town halls over the holidays and we will need several nurses to attend ensuring ONA is represented and publicly heard.