

Comprehensive Counter Proposal Summary from Oregon Nurses Association
January 6, 2009

Our counter remains grounded in our themes. Better staffing (we are keeping our two key staffing proposals). Wages that keep up with inflation. Keeping what we have with regard to Health Care (2008 Base Plan benefits for 2009 and beyond. So far no financial justification for the benefit denigration that others have incurred has been given). Improving ONA influence and visibility (HWE along with our staffing proposals, our infrastructure proposals and fairshare accomplish this. If the HWE proposal does not work, then we still need to get better, more effective, more influential with ONA as the vehicle for nursing to do that). Finally a better retirement (or at least a vehicle to achieve this by allowing the two hospitals to unite and work together for it with it by bargaining for a three year contract. This helps our influence issue as well).

Article	Old Article	Topic	Opening ONA Proposal/Topic	What we would propose/change
LOA	NA	Absent Days for bargaining.	Hospital agreed to let ONA bargaining team members take an absent day for maintaining FTE purposes for staying in a benefit status. Do not have to take PTO to cover for bargaining.	This was renewed through Feb 15. .
NA	NA	Contract Expiration before bargaining is completed.	Extension of the contract for the month of January. ONA proposed this to insure that there would be no change in the Base EPO Plan.	The Hospital expressed that an extension was not necessary and that they have no intention of changing the Base EPO plan until agreed to by both ONA and the Hospital.
Nineteen and Twenty Nine	Thirteen and Twenty	Two Potential TAs	Professional Development and Task Force	These articles were Tentatively Agreed to.

Article	Old Article	Topic	Opening ONA Proposal/Topic	What we would propose/change
One	NA	Charge Nurse Protection in the Contract	Protections from Kentucky River Placed in the Contract	Hospital proposed that a letter would be sent clarifying that they have no intent to remove AHNs or charge nurses from the bargaining unit. ONA would like to be provided a copy of the actual letter and have it put in the contract. We also want assurance that the letter has the force and weight of the contract and contract enforcement.

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Three	One	Membership	All nurses either join or pay fair share	Hospital said No. We cannot see how we can do HWE or a four year agreement without this. We are not as effective a partner without this. Even though NPC is Staff RNs and Staff RNs are ONA only 5 members of the Council are even members of ONA and pay dues. We see HWE in part as power sharing with nurses. ONA is the organizational vehicle to do this.
Five	Three	Weekend Differential and PTO	Earn the weekend differential when you take PTO for a weekend.	ONA withdrew this proposal.
Six	Four	Extended Illness Time	Earn the weekend differential when you take EIT for a weekend.	ONA withdrew this proposal
Six	Four	Extended Illness Time	Eliminate accrual cap	ONA withdrew this proposal and is focusing on being able to use your EIT for all FMLA/OFLA related reasons.
Six	Four	Extended Illness Time	Can use EIT on an approved FMLA Leave before exhausting your PTO	Hospital said No. We don't understand why you are opposed to this. Your opposition was never explained. Let people use their EIT for FMLA reasons related to their families. ONA is maintaining its proposal.
Seven	Five	Overtime	Citing HB 2800 and the law about OT	Hospital made a counter proposal that encourages nurses to be knowledgeable about the law and talk with their managers about concerns. This can happen without contract language. We are sticking with our proposal. We want you to stop giving so much mandatory OT to the nurses in the CVL. This gives us a vehicle to enforce this. We also feel enforcing this law internally via the grievance process makes more sense than enforcing it through the Health Division. ** We are still trying to figure out something that accounts for how call-in is handed in PACU. This summary does not reflect that proposal for PACU as of yet.

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Eight	Five	30 Year RNs and Weekend Work	Nurses with 30 years at PPMC would not have to work on weekends	ONA is maintaining its proposal. You need to do something to show the value of putting the time in. It only affects 30 nurses. Only 84 nurses have 25 years of service or greater.	
Eight	Five	30 Year RNs and Mandatory Call	Nurses with 30 years at PPMC would not have to take mandatory call	ONA is maintaining its proposal. You need to do something to show the value of putting the time in. It only affects 30 nurses. Only 84 nurses have 25 years of service or greater. Of the thirty year nurses only 10 would actually benefit.	
Nine	Three	Holidays	Move language to a new article no change in administration but we added new holidays.	Hospital wants to change administration. Loss of Holiday Pay when Holiday occurs on a weekend for those units that do not work weekends. This will be viewed as a take away. Especially in a unit like PACU where there are already bad feelings toward ONA due to the failed grievance on call pay. We will pull back on MLK and cling to our proposal to add Easter as a paid Holiday. The fact that Easter comes on a weekend means that fewer people will get the compensation and the financial impact is not as great	
Eleven	Seven	Leaves of Absences.	Able to use EIT for all FMLA/OFLA related leaves including for family members not just for yourself (employee).	Our proposal reflects intent of the law. We have dropped other EIT proposed changes to focus on this priority. Please allow nurses to use EIT in conjunction with OFLA/FMLA.	
Twelve	Eight	Health Insurance	No changes should be made to the LTD Policy	Hospital Position is unclear.	ONA is maintaining its proposal
Twelve	Eight	Health Insurance	Remove language about what other employees have	Hospital said no.	ONA is maintaining its proposal
Twelve	Eight	Health Insurance	Maintain Base Plan as it currently exists for nurses as of 2008 for life of the contract.	Hospital said no. ONA is maintaining its proposal. You have given us no reason to change the benefit.	
Twelve	Eight	Health Insurance	Maintain Plus Plan as it currently exists for life of the contract	ONA dropped this proposal and is focusing on the base plan.	

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Twelve	Eight	Health Insurance	Maintain Health Insurance Benefits while on a workers compensation for up to one year	Hospital said no. ONA is maintaining its proposal. The Hospital never explained its opposition this proposal?
Thirteen	Nine	Retirement	Increase Core Contribution to 7.5%	ONA is maintaining its proposal though we have reserved the right to modify this proposal based on information obtained in bargaining. As of today we are not ready to modify and make our revised official opening proposal.
Thirteen	Nine	Retirement	Earn the maximum match on the Value Plan on first day of hire rather than waiting 10 years	ONA is maintaining its proposal though we have reserved the right to modify this proposal based on information obtained in bargaining. As of today we are not ready to modify and make our revised official opening proposal.
Thirteen	Nine	Retirement	Retiree Medical Benefits full paid for nurses with 20 years of service or greater at PPMC	Hospital said no. Said Kaiser does not really have retiree medical. You were right. We would propose that the Hospital pay for ½ of the premium of a nurses dependents upon retirement and the entire premium of the nurse until reaching age 65 and qualifying for Medicare. We will make this proposal officially in writing at the time we make an official modification or revised opening proposal for retirement overall.
Fourteen	Ten	Association Business -- Unit Representative Council	Paid unit representative meeting held quarterly	Hospital said no. ONA is maintaining its proposal. This gives us the infrastructure to implement better communication and do the work that might be contemplated in the HWE Proposal.
Fourteen	Ten	Association Business – Bulletin Boards.	No restrictions on ONA postings regarding politics	Hospital said No. We do not think that our occasional posting every two years on a political issue jeopardizes the non-profit tax status of PPMC.
Seventeen	Six	Facilities	Break Rooms on the units	The Hospital counter has too much wiggle room. We cannot settle without an absolute on this. With space always going to be at a premium, we need a guarantee.

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Nineteen	Thirteen	Professional Development	A nurse would earn the shift differential they earn when mandatory education follows the end of the shift.	ONA withdrew this proposal.
Nineteen	Thirteen	Professional Development	Add an additional 8 hours for a total of 16 of compensated education	Hospital said no. Not all the hours in the bank are used currently. We will withdraw this proposal with one modification. A report will be made to PNCC about usage of the hours on a quarterly basis. This was tentatively agreed to.
Twenty	Fourteen	Professional Nursing Care Committee (PNCC)	Add 2 more members to the committee	Hospital said no. ONA is maintaining its proposal. This is part of improving our profile and having a HWE.
Twenty Seven	Eighteen	Length of Contract	Three Year Contract	ONA could agree to Four Year Contract in conjunction with HWE and fairshare. If these are off the table then we will maintain our proposal for a three year agreement. We also think as a part of a four year agreement there needs to a limited re-opener. This is a safety valve. Each party could open up to 3 articles.
Twenty Nine	Twenty	Task Force	Adding members to the Task Force	The Hospital offered a Counter proposal. ONA agreed to the counter offer. This was tentatively agreed to. We don't need to put this in the contract but we would like Task Force to serve as a steering committee check in place for HWE progress and initiatives.
Appendix A	Appendix A	Wages	8.5% on Jan 1, 2009; 6% on January 1, 2010, 6.5% on January 2011	ONA modified its proposal to 6.5% on January 1, 2009; 5% on January 1, 2010; 5.5% on January 2011. If we have a four year agreement we would propose and 5.5% on January 2012.
Appendix A	Appendix A	Wages/Scale	New Step 27 and a New Step 30	The Hospital offered a 30 year step in the fourth year of contract. ONA is maintaining its proposal. These new steps at 27 years and 30 years need to come in year one of the contract. Again, we feel something needs to happen for 30 year nurses.

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Appendix A	Appendix A	AHN Differential	\$4.25 an hour	ONA modified the proposal by increasing the differential by \$.25 cents each year of the contract so that it is \$4.25 by the end of the contract.	
Appendix A	Appendix A	Relief Charge Differential	\$3.25 an hour	ONA modified the proposal by increasing the differential by \$.25 cents each year of the contract so that it is \$3.25 by the end of the contract.	
Appendix A	Appendix A	Evening Shift Differential	\$3.00 an hour	We modified our proposal and asked for a \$.25 cent increase to get to \$3.00 in 2010.	
Appendix A	Appendix A	Night Shift Differential	\$6.00 an hour	Hospital proposed an additional 25 cents in 2010 -- \$5.50 total. ONA agreed to that proposal and ask for an additional \$.25 cents in \$2011 and additional \$.25 in 2012 to get to \$6.00 an hour.	
Appendix A	Appendix A	Intermittently Employed RNs	11.5% Differential in lieu of benefits	The Hospital said No	ONA is maintaining its proposal
Appendix A	Appendix A	Intermittently Employed RNs of 30 years	15% Differential in lieu of benefits	The Hospital said No	ONA is maintaining its proposal
Appendix A	Appendix A	Weekend Differential	\$2.00 an hour	The Hospital said No. ONA proposed that this increase \$.25 cents each year of the contract to hit \$2.00 at the end of a four year agreement.	
Appendix A	Appendix A	Working Two Weekends in a Row	RN would earn time and a half	The Hospital said No. ONA is maintaining its proposal. Providence does this at ST. Vincent why not here?	
Appendix A	Appendix A	Extra Shift Differential	\$20.00 an hour/\$22.00 an hour on weekend	ONA withdrew this proposal to focus on other priorities around this issue. We went back to \$18.00 and \$20.00 on the weekend in light of our proposal for weekend pay.	
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have prescheduled PTO	The Hospital said No. ONA is maintaining its proposal.	
Appendix A	Appendix A	Extra Shift Differential	Can earn this when the hours worked include being called into work on-call hours	The Hospital said No. ONA is maintaining its proposal. This is part of our efforts about earning the extra shift incentive.	
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have to attend educational programs	The Hospital said No. ONA is maintaining its proposal.	

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Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have reduced your FTE status a little but are still FT	The Hospital countered with a proposal similar to ONAs. We can agree to the Hospital Proposal with a few wording changes.
Appendix A	Appendix A	Preceptor Pay	\$2.50 an hour	Hospital proposed an additional \$.30 cents and another \$.20 cents by 2010 -- \$2.00 total. We can agree to that and we are also countering with another \$.50 cents for a total of \$2.50 in 2011.
Appendix A	Appendix A	Preceptor Pay	A preceptor will only have the preceptee's patients	The Hospital countered with a proposal similar to ONAs but it is too vague. We are sticking with our proposal.
Appendix A	Appendix A	Preceptor Pay	A preceptor will earn the pay when precepting students and the instructor is not present on the unit.	The Hospital said No. ONA is maintaining its proposal. One instructor with 8 students on four floors who can only be contacted via a pager is not being on the unit.
Appendix B	Appendix B	OR Rotational Call Pay	\$6.00 an hour	Current Call pay is \$4.10. We will modify our proposal to say it goes up \$55 cents in year one and then \$.45 cents each year after that to \$6.00 at the end of a four year contract.
Appendix B	Appendix B	Call Pay	\$5.00 an hour	Current Call pay is \$3.40. We will modify our proposal to say it goes up \$.40 cents each year to \$5.00 at the end of a four year contract.
Appendix B	Appendix B	Call Pay/3 Hour Minimum	A nurse on call will earn 3 hours of pay at time and a half minimum when call starts at the end of the shift and when called into work from being on call.	The Hospital said No. ONA is maintaining its proposal. You do this at St Vincent and every other Hospital in the city does this. We want to restore the previous practice.
Appendix B	Appendix B	Call Pay greater than four hours	A nurse who is called into work and works a shift greater than 4 hours will also earn extra shift pay	ONA is maintaining its proposal. We think this is only fair. Working call is mandatory where as extra shifts on the floors are voluntary.
Appendix C	Appendix C	Certification Pay	\$5.00 an hour	The Hospital said No. They never explained their opposition. We know magnet places a value on this. We will modify our proposal in this way, if a nurse only go for a certification then it is worth

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				\$4.50 same as what we are proposing for clinical ladder. If you do the ladder and have a certification then the certification would only be worth \$3.00
Appendix C	Appendix C	Certification Pay	Earned retro back to the day that the certification is awarded	The Hospital said No. ONA is maintaining its proposal. This is a fairness issue. Some certifying organizations via computer tell you if you have earned the certification right away while others tell you in the mail and it takes more time.
Appendix C	Appendix C	Certifications	Update the List	ONA is maintaining its proposal. Are you really opposed to this or do you want to handle this in another way?
Appendix C	Appendix C	Clinical Ladder	Level 2 \$2.25, Level 3 \$3.50, Level 4 \$5.00 an hour.	The Hospital said No. Did not seem firm. We will reduce our proposal to a \$.50 cent increase at each level.
New Article	NA	Printing of the Contract	Sharing the cost of printing the contract	The Hospital's response to this proposal is unclear. ONA is maintaining its proposal. If you concede to fairshare then we can drop this.
MOU	NA	Contract Training	Training for RNs and managers on changes to the contract.	The Hospital's response to this proposal is unclear. Not sure why you would be opposed In our minds this is part of having a healthy work environment. ONA is maintaining its proposal.
MOU	NA	Special Prescription Drug Task Force	Process for getting the brand formulary updated	We need to clarify first that nurses can appear and make suggestions with the assistance of their representative's in-front of the pharmacy and therapeutics committee (it meets every two months). If this is permitted ONA will withdraw the proposal.
New Article	NA	Floating	Process for floating: everyone takes a turn, have to be oriented, new nurses are exempt, charge nurse can make exceptions, nurses on 12 hour shifts will not be floated 3 times.	The Hospital made a counter Proposal it is similar except for how floating for 4 hours is handled. ONA is maintaining its proposal. We need a more definite way to deal with four hour shifts. There is too much leeway in your approach.

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New Article	NA	House-wide Staffing Committee	Provides details on how the committee will operate and what it will accomplish	The Hospital proposed the Healthy Work Environment process that was bargained at ST Vincent. There is nothing concrete about what you have proposed. We are happy to try this approach but not with out what we need to improve staffing. 14 units need more staff and the law needs to be followed. You also need to provide a draft plan. You only gave us a St Vincent Plan. We did modify our opening proposal slightly to include a step for working with the unit manager first.
MOU	NA	Additional Staff	Asking for Approximately 65 additional FTE RNs, CNAs, CAPs, HUCs, Techs.	The Hospital proposed the Healthy Work Environment process that was bargained at ST Vincent. There is nothing concrete about what you have proposed. We are happy to try this approach but not with out what we need to improve staffing. 14 units need more staff and the law needs to be followed. You also need to provide a draft plan as called for in your proposal. You only gave us a St Vincent Plan.