



ONA Bargaining Team:

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Negotiations Continue

Your ONA bargaining team met with the Providence management team April 9, 17, 30, May 14, 18 and 27.

The management team consisted of the following people who work for Providence: Nursing Executive Lisa Halverson, Nursing Manager for Medical Surgical (Med/Surg) David Monego, Patti Langdon human resources and Providence's Labor Relations Attorney Dennis Westlind.

What we see as the major issues in bargaining:

- Operating room (OR) call guidelines – the Hospital proposed major takeaways!
- Mandatory low census protections
- Getting the same fair share language the other Providence facilities have
- Getting the same weekend differential that the other Providence facilities have

Summary of Where We Are in Bargaining

Article 1 - Preamble **No change**

Article 2 - Definitions Article 3 - Non-Discrimination: **No change**

Article 4 - Management Rights: **No change**

Article 5 - Hours of Work: (TA)

- ONA proposed nurses be paid double-time for missed breaks (ONA withdrew)
- ONA proposed paid time for time for nursing mothers (tentative agreement (TA) to unpaid time)

- ONA proposed language that would require a majority vote to move from 12 hour shifts to eight hour shifts (ONA withdrew the proposal and the Hospital agreed to put in writing that there is no intention of changing shift length.)
- ONA proposed that a mix of shift lengths may be introduced if nurses voluntarily agree (TA)

Article 6 - Work Schedules

- ONA proposed language clarifying that posted schedules may be

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Summary of Where We Are in Bargaining continued from page 1

changed only with mutual consent of both nurse and Hospital (TA)

- ONA proposed the On-Call nurses will not be scheduled prior to full and part time nurses (Providence said NO)

Article 7 - Compensation

- Providence latest proposal is 1.7 percent for each year of a two year contract
- ONA proposed adding missing steps: 13, 16, 22, 23, 24, 26, 27 and 30 (Providence said NO)
- ONA proposed RNs who are regularly scheduled to work less than .6 FTE to receive the on-call nurse differential. These nurses are subject to low census but would have to take low census as well as vacation time unpaid (ONA withdrew).
- Providence has proposed a 10 cent increase to on-call nurses pay

Article 8 - Differentials

- ONA proposed increases in many differentials in our contract (Providence has so far only proposed a 5 cent increase to evening shift, 10 cent increase to charge and night shift and a 20 cent increase to certification differential)

Article 9 Standby - Compensation

- ONA proposed to increase stand by pay and Providence has so far offered a 10 cent increase

Article 10 Extra Shifts **No change**

Article 11 Health Benefits

- Providence has stated there are no major changes to health benefits for 2015 and 2016, however 2017 is uncertain. Providence is unwilling to agree to language that protects your benefits for the duration of the contract

Article 12 - Pensions **No change**

Article 13 - Professional Development **No change**

Article 14 - Paid Time Off

- ONA made lengthy proposals in attempts to offset the burden of low census. (Providence said NO and responded with a proposed take away to paid time off (PTO) accruals)
- ONA proposed language on the PTO donation program to provide transparency about the rate at which PTO is donated to the recipient and the rate at which the recipient gets the PTO donation. For example, if an RN donates PTO (at the RN's rate of pay) to a CNA (at the CNA's rate of pay) what does Providence do with the difference? (Providence has said the PTO donation rates have to do with taxes and stated that they don't budget for PTO hours)
- ONA proposed to include Easter and Martin Luther King Jr.'s Birthday to list of recognized holidays (ONA withdrew)

Article 15- Extended Illness Time **No change**

Article 16 - Floating **No change**

Article 17 - Staff Reduction

- Cleanup to definition of units – removed reference to Maternity Center (TA)
- ONA proposed language to clarify and limit how mandatory day off MDO is utilized. (Providence would like greater control over time and have the ability to place nurses on low census without being paid call pay and still have them come in at a later time)
- New language to cover workforce reorganizations (TA)

Article 18 - Severance **No change**

Article 19 - Uniforms

- ONA proposed that nurses be permitted ten minutes at the beginning and end of each shift for donning and doffing (both parties are at seven minutes but no TA yet)

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Summary of Where We Are in Bargaining continued from page 2

Article 20 - Seniority **No Change**

Article 21 - Introductory Period and Discipline

- ONA introduced new language covering work plans- to make it clear that work plans are not formal discipline actions. (TA)
- ONA proposed language for nurses during their first six months that they be given an evaluation so there are no surprise terminations and that nurses be given three weeks notice or three weeks pay if no evaluation was provided. Providence said NO to that proposal but we agreed on adding the sentence: *"The Hospital will make every reasonable effort to coach nurses on any performance deficiencies prior to termination."*

Article 22 - Job Vacancies

- The Hospital will present any changes to RN job descriptions to the Task Force committee (TA)

Article 23 - Personnel Files **No change**

Article 24 - Evaluations **No change**

Article 25 - Ethical Practices **No change**

Article 26 - Task Force **No change**

Article 27 - Equipment **No change**

Article 28 - Health and Safety **No change**

Article 29 - Leaves of Absence **No change**

Article 30 - Union Membership

- ONA has proposed a fair share provision that is similar to all of the other ONA represented Providence facilities (Providence said No)

Article 31 - Bulletin Boards

- Clean up to remove reference to Womens Health

Article 32 - Information Provided to the Union

- ONA proposed that the Hospital provide information at the Task Force on any new RN positions they believe should not be part of the Union (TA)

Article 33 - Stewards and Orientation **No change**

Article 34 - Union Access **No change**

Article 35 - Union Representatives **No change**

Article 36 - Grievance Procedure **No change**

Article 37 - No Strike No Lockout **No change**

Article 38 - Separability **No change**

Article 39 - Successors **No change**

Article 40 PNCC - **No change**

Article 41 Staffing - **No change**

Article 42 - Duration and Termination

- Both parties have agreed to a two year deal

Appendix A - Certifications

- Added Orthopedic Nurse Certified to Surgical Services and Progressive Care Certified Nurse to Med/Surg (TA)

Appendix B -

- Providence proposed major take-aways! Including increasing the amount of call you can be required to take, eliminating the weekday standby call pay rate and much more- please talk to your ONA bargaining team members and stay tuned for further updates!

Appendix C - Clinical Ladder

- Agreed to clean up to remove references to the committee review from last time
- Providence wants to put in language that the Clinical Ladder will be aligned with the strategic and quality goals of the Hospital. ONA has said NO to this as those strategic and quality goals can change without our agreement or input (Hospital withdrew this proposal)
- Hospital has said No to any increases in Clinical Ladder pay

When is the Next Bargaining Session?

Unfortunately not enough of our bargaining team could attend on the tentative days we held for the beginning of June and it is crucial for us to have a strong bargaining team presence at the table – especially so when we are dealing with take-away proposals from the Hospital.

Given that, and due to various vacation schedules as we are now getting into summer, it was very difficult to

find another bargaining date and we are now left with mid July.

So, our next scheduled bargaining session is **Wednesday, July 22**. While this is undoubtedly a long delay in the bargaining process your team all agreed on the importance of having a strong team presence at the table.

Providence Newberg Nurses Vote to Join ONA!

Congratulations to the nurses at Providence Newberg Medical Center for voting in favor of joining ONA!

With an overwhelming number of eligible nurses coming out to vote Thursday, May 14, the majority voted YES, choosing to let their voices be heard through collective bargaining. We are proud to welcome the Providence Newberg nurses to ONA! With the vote, ONA now represents nurses at all eight Providence acute care facilities in Oregon. The addition of Providence Newberg nurses means we are even stronger as we stand together, advocating for nurses and our patients throughout the Providence Health & Services system.



Portland State University Research Study for Nurses



Would you like to earn \$20 and help the profession of nursing? In an effort to understand the effects of age, retirement, and coping among nurses, the Department of Psychology at Portland State University (PSU) is conducting research in collaboration with ONA.

The researchers are looking for currently employed

registered nurses who are interested in taking a relatively short amount of time to help the profession investigate this important issue and earn \$20 in the process.

If you are interested in participating and would like to learn more, please go to <http://tinyurl.com/q99ej5c>.

CAUTI Control: Saving Lives and Health Care Costs

Free Navigate Nursing Webinar; Wednesday, June 17, 2015 – 10 a.m. PDT

Rates of catheter-associated urinary tract infection (CAUTI) are on the rise. Each year, more than 560,000 patients develop CAUTI leading to extended hospital stays, and increasing patient morbidity and mortality. Join Chenel Trevellini, MSN, RN, CWOCN, as she explores practical tips for reducing CAUTI at your facility. During this webinar you will learn about ANA's innovative,

streamlined, evidenced-based CAUTI prevention clinical tool developed by leading experts and how you can incorporate the prevention tool into your practice.

Arm yourself with the necessary tools and resources to help you lower your facilities' CAUTI rates and associated hospital costs but most importantly, prevent avoidable harm, morbidity and mortality among your patients.

Register today for this free webinar! <http://eo2.commpartners.com/users/anan2/session.php?id=16199>