



Oregon Nurses Association
Bargaining Unit Newsletter

Providence Milwaukie Hospital (PMIL) Newsletter for Nurses

April 3, 2015



In this issue

Last Call for Pre-Negotiation Survey – Page 1-2

Timecard Grievance and Class Action Resolution Reached – Pages 1-2

Procedure and Next Steps – Page 2

ONA Leadership Institute Coming Soon – Page 2

ONA / Providence Milwaukie Hospital (PMIL)

Chair:

Laurie Nilsson
(Med/Surg)

Vice Chair:

Jan Conchurrant
(Med/Surg)

Secretary/Treasurer:

Donna Abbot
(Med/Surg)

Membership Chair:

Nancy Needham
(Med/Surg)

Grievance Chair:

Renee White
(PACU)

ONA Labor Relations Representative

Jaime Newman
503-293-0011 ext. 331
newman@OregonRN.org

Oregon Nurses Association

18765 SW Boones Ferry
Road Ste. 200
Tualatin OR 97062

1-800-634-3552

www.OregonRN.org



Providence Milwaukie Final Call for Pre-Negotiation Survey

This is your last chance to share your opinions and thoughts with your team.

The pre-negotiation survey will close Monday, April 6, 2015.

To help your Oregon Nurses Association / Providence Milwaukie team prepare our upcoming negotiations, take our bargaining unit survey. The team needs to hear from you!

To take the survey please go to the ONA webpage www.oregonrn.org and click on the find your bargaining unit tab.

The survey link is on the Providence Milwaukie bargaining unit webpage. The survey should take about 15-20 minutes and is well worth your time so that your team knows what issues are important to you.

Timecard Grievance and Class Action Resolution Reached – ONA Supports the Settlement

In May 2013, ONA filed a grievance against Providence St. Vincent Medical Center on behalf of all St. Vincent nurses after nurses came forward with reports that their timecards were improperly altered after submission by their managers.

This was primarily in cases in which they had clocked out or in on Kronos in amounts greater than seven minutes, to prevent the quarter hour rounding. As more staff learned how to check their time cards and identify the errors, the grievance continued to expand.

Providence initially agreed to an audit of all the units and repayment of all money owed, and we mutually agreed the grievance would be on hold while this audit was underway. Also during this time, two individual nurses who had left employment at St. Vincent, and would not be included in the grievance or repayments, initiated a class action lawsuit (*Thanane v. Providence Health & Services*) over this issue.

The audit then appeared to have slowed, with little information about the status provided to ONA. The Association later learned that it had been stopped entirely

Timecard Grievance and Class Action Resolution Reached – ONA Supports the Settlement Continued from page 1

by the Medical Center after the class action lawsuit was filed. Providence announced that it believed that the grievance and class action were so similar that any resolution must be global. The plaintiffs in the class action lawsuit and the Association agreed to formal mediation with Providence, which began in May, 2014 with a federal judge.

In November, 2014, Providence and the plaintiffs in the class action lawsuit reached a proposed

settlement. That settlement was preliminarily approved by the court Dec. 19.

Official notice was mailed to all persons included in the class action and/or grievance by a claims administrator on March 13, 2015. That notice includes information about the process as well as the amount you would be paid.

Please carefully review the official notice from the

claims administrator and Opt-In form for instructions on how to join in the settlement.

Monday, April 13 is the final day to opt into the settlement.

A downloadable PDF is available on ONA's home page under *News and Notes* as well as on our Providence Milwaukie Web page. www.oregonrn.org.

Procedure and Next Steps

Feb. 17, 2015: Providence provided a list of class members' names, addresses and individual settlement to the class action plaintiffs and ONA. Providence sent a list of all eligible persons claims to a third party administrator that has been retained to track the claims and disburse funds on March 3.

March 13, 2015: The party administrator will send notices to all eligible persons, and communicate all the details of the individual's settlement.
Keep an eye out in your mail for it.

April 13, 2015: Last day for class members to opt out, object or return claim forms.

May 2015: Materials filed with court, and reports of opt outs, objections or unfound persons.

June 12, 2015: Final approval hearing of proposed settlement agreement to be held

July 12, 2015: Effective date of final approval of proposed settlement agreement - if approved by court at June 12 hearing.

Forty Days from Effective Date:
(Estimated late August 2015): Payments issued by mail.

For Two Years after the settlement is implemented, random spot audits will be performed.

ONA Nurse Leadership Institute Coming Soon

ONA is excited to announce the inaugural ONA Nurse Leadership Institute, coming this fall!

The ONA Nurse Leadership Institute provides members an opportunity to learn new leadership skills and strengthen skills they already possess to help them take

an active role in advancing the field of nursing and leading ONA into the future.

The application period to become one of the select few members to take part in the inaugural ONA Nurse Leadership Institute will open April 15. Stay tuned to the

Friday E-News over the next couple of weeks for more information.