



Oregon Federation of Nurses and
Health Professionals Local 5017



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**ONA Labor Relations
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NEGOTIATIONS ARE UNDERWAY AT PROVIDENCE MILWAUKIE

Your Oregon Nurses Association (ONA) bargaining team met with the Providence management team April 9, 17 and 30.

The Bargaining Teams

Oregon Nurses Association

Laurie Nilsson <i>Medical Surgical</i>	Nancy Needham <i>Medical Surgical</i>	Marie Teela <i>Emergency Department</i>
Donna Abott <i>Medical Surgical</i>	Ediy Paulsen <i>ENDO</i>	Renee White <i>PACU</i>
Janice Conchuratt <i>Medical Surgical</i>	Julie Davison <i>Surgical Services</i>	

Providence Administration

Lisa Halverson <i>Nursing Executive</i>	Patti Langdon <i>Human Resources</i>
David Monego <i>Medical Surgical Manager</i>	Dennis Westlind <i>Providence's Labor Relations Attorney</i>

Next Scheduled Bargaining Sessions

May 14
May 18
May 27

Drop-in Meeting Coming Soon

Bargaining update to all bargaining unit nurses coming soon-stay tuned for more info!

WHAT WE SEE AS THE MAJOR ISSUES IN BARGAINING

Surgical Services call guidelines- Providence 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

A BRIEF SUMMARY OF WHERE WE ARE

Article 1 Recognition: No change

Article 2 Definitions: No change

Article 3 Non Discrimination: No change

Article 4 Management Rights: No change

Article 5 Hours of Work: ONA proposed nurses be paid double-time for missed breaks (Providence said NO)

ONA proposed paid time for time for nursing mothers (Providence offered unpaid time)

ONA proposed language that would require a majority vote to move from 12-hour shifts to 8-hour shifts, and also proposed that a mix of shift lengths may be introduced if nurses voluntarily agree (Providence said NO to the shift length change language)

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BRIEF SUMMARY *(Continued from page 1)*

Article 6 Work Schedules: ONA proposed language clarifying that posted schedules may be changed only with mutual consent of both nurse and Providence (tentative agreement (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 1.2 percent for each year of a 2-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 not eligible for paid time off (PTO), and are subject to low census but would have to take low census as well as vacation time unpaid (Providence said NO).

Providence has only proposed a 5 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, night shift and charge 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 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 a RN donates PTO (at the RNs rate of pay) to a certified nursing assistant (CNA) (at the CNA's rate of pay) what does Providence do with the difference? (Providence said No)

ONA proposed to include Easter and Martin Luther King Jr birthday to list of recognized holidays (Providence said NO and ONA has dropped the proposal for the Easter holiday)

Article 15 Extended Illness Time (EIT): No change

Article 16 Floating: No change

Article 17 Staff Reduction: Clean up 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 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 (Providence said you only need five minutes to change clothes)

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

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BRIEF SUMMARY (Continued from page 2)

six months that they be given an evaluation so there are no surprise terminations and that nurses be given 3- weeks notice or 3-weeks pay if no evaluation was provided (Providence said NO)

Article 22 Job Vacancies: Providence 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 Women’s Health (TA)

Article 32 Information Provided to the Union: ONA proposed that Providence provide information at 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 Professional Nursing Care Committee: No change

Article 41 Staffing: No change

Article 42 Duration and Termination: Both parties have agreed to a 2-year deal

Appendix A Certifications: Added Orthopedic Nurse Certified to Surgical Services and Progressive Care Certified Nurse to Med Surg (TA)

Appendix B Operating Room Standby and Call-Back: PMIL *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 PMIL. ONA has said NO to this as those strategic an quality goals can change without our agreement or input

We know that a union is only as strong as its members. It is time to start thinking about what you are willing to do to help ensure we achieve a fair contract.

- Distribute information to fellow nurses (bargaining updates and flyers)
- Attend ONA meetings held at the hospital
- Wear ONA buttons or stickers that support our negotiating committee and our proposals
- Circulate petitions

- Attend bargaining sessions
- Attend informational picketing
- Strike

We have a bargaining unit meeting coming soon- stay tuned.

Improve Staffing with One Email

Right now, your state legislators are considering important changes to Oregon's Hospital Nurse Staffing Law that will empower direct-care nurses, increase hospitals' transparency and accountability and allow patients to get the care they deserve. But these improvements can't happen without your help.

Legislators have repeatedly said hearing from nurses on this issue will be one of the most important factors in their decision to vote for improved nurse staffing. If you have an email address, you can show your support for improved nurse staffing with one simple email.

[Click here now to contact your state legislators](#), share your staffing experiences and ask them to support

updating Oregon's Hospital Nurse Staffing Law by passing Senate Bill 469, which improves hospital staffing for nurses and patients.

This pre-drafted email allows you to easily share your staffing experiences and send a personal note to your elected officials, showing them you support better staffing. Your email can make the difference for you, your fellow nurses, and patients and families across the state.

Thank you for your support!

Want to learn more about nurse staffing in Oregon? Contact Jenn at baker@oregonrn.org to find out how you can receive updates on ONA's Staffing Bill (SB 469) and support staffing improvements.



ONA is proud to announce the first ONA Nurse Leadership Institute (NLI)! This is a great opportunity for ONA members to build fundamental leadership skills to use in their practice and to help advance the field of nursing.

The NLI is designed specifically to provide vital leadership skills, with the overall goal of advancing the nursing profession. It is an intensive, unique leadership program, built on an evidence-based leadership model.

Much more than a training program, the Institute is a

seven-seminar experience that provides participants with the opportunity to understand and develop their leadership style, explore foundational leadership practices, build fundamental skills, and receive specific feedback and support.

The application period to become one of the select few members to take part in the inaugural ONA Nurse Leadership Institute is now open!

[Click here](#) to learn more and to apply today! You can also go to www.Oregonrn.org.

National Nurses Week is May 6-12, 2015 and the American Nurses Association (ANA) and ONA would like to thank you for your service and dedication.

Of course, at ONA, every week is Nurses Week! Oregon's nearly 53,000 nurses make a difference in the lives of patients every single day, ensuring the highest quality care, promoting our profession and advocating for policies to improve the health of our citizens.

Nurses make a difference! For everything you do, every

day and every week, we thank you.



[Click here](#) to learn more about National Nurses Week and see what celebrations are happening across the state!

[Click here](#) to register for a free webinar on May 7, "My Patient, My Code, My Practice: Ethical Decision-making and Action," from ANA for National Nurses Week

You can also go to www.Oregonrn.org to learn more.