

After We Win, Administration Must Negotiate Over Mandatory Subjects of Bargaining

May just started and every nurse on nights in Birth Center is already faced with over 100 hours in low census. Just this week nurses in surgical departments were sent home in groups. This is exactly the type of workplace condition which we will address in negotiations after we win our election. Low census, pay, staffing and due process, are all mandatory subjects of bargaining. This means that the law requires administration to negotiate with nurses in good faith over these terms for our contract.

ONA nurses elsewhere have accomplished different protections in relation to low census depending on what they prioritized. Here are some examples:

Providence Seaside Hospital: Appendix A, Section J

For every two hours worked for which incentive pay differential is paid, the eligible nurse will be credited with 'banked' hour for use when it becomes the nurse's turn for low census time. Effective October 1, 2009, for every 3 hours worked for which incentive pay differential is paid, the eligible nurse will be credited with 1 'banked' hour for use when it becomes the nurse's turn for low census time...A maximum number of 250 hours may be accrued in a nurse's 'bank' at any one time.

Providence Hood River Memorial Hospital: Appendix F

Call in and On-call pay Section A(2) The Hospital will pay a regular full-time, part-time, or short-hour nurse a differential of \$11 per hour for all "on-call, low-census open shifts."

OHSU: 7.12.5 Individual maximums

Curtailed FTE hours and shift cancellation hours, in the aggregate, shall not exceed forty-eight (48) hours per 12 month nor two hundred eighty-eight (288) hours per fiscal year per employee.

Sacred Heart Medical Center: 14.2.4

Mandatory low census maximum. The Medical Center will limit assignment of mandatory low census to regular nurses to a maximum of twelve percent (12%) of a nurse's regularly scheduled hours over six (6) consecutive work cycles.

Tuality Community Hospital: Article 16

A. Low-Census Day Except as provided in Article 5, Section K(3), Hospital will not impose mandatory low census on a nurse more than a total of 16 hours per pay period.

Saint Charles Medical Center, Redmond: Article 14.7 F

Reduction in work hours of nurses shall not exceed 25% of a nurse's positioned hours for each two (2) week schedule cycle rotation.

As we move towards our election, we encourage nurses to think about and talk to coworkers about what we would like to see addressed in our own contract. And most importantly at this juncture, we encourage nurses to vote yes on May 14.

NURSES' APPRECIATION PICNIC

Join us this Saturday, May 9 from 12-2 p.m. for a community picnic to say thank you to nurses at Butler Park. Bring a blanket or lawn chairs and enjoy free food, games for the kids, and a gift to show our appreciation for all that you do.

Supportive Messages from Our Colleagues



Hi, I am Laurie Comfort. A few of you may remember me as Laurie Leslie. That was my name in 1972 when I began

working at Newberg Community Hospital as a "Blue Girl." I was a member of a club at Newberg High School call Future Nurses of America. We volunteered here at the hospital feeding patients, changing their water and helping as needed after school. After two years of this, the LPNs and nurses' aides trained me how to read a mercury thermometer and take blood pressures which in 1973, was all the rest of the training I needed to work and get paid to be a nurses' aide. I continued working here because I loved working in the community I lived in and was a part of.

I attended George Fox College and then Good Samaritan School of Nursing while coming home on weekends and holidays to work as an aide. I was very happy to graduate

from nursing school in 1979 and became a graduate nurse while awaiting to take my state boards. I witnessed every remodel of the old hospital.

I was a part of the effort the first time we tried to become a union hospital. At our last meeting before the vote our administrator Don Elsom told us he would give us anything we needed, we just needed to ask. All but two of us caved. Things improved and the benefits lasted for a few months, but one by one they disappeared leaving us more frustrated than before. I am desiring to unite with ONA to help us keep this community feeling which has slowly begun to vanish. This was a big concern for our community in 1994 when Providence bought the hospital from the city, and increased when we moved into this building on June 16, 2006. We have grown increasingly disorganized. We need to have structure and rules, in order to keep this promise to our community to keep a family feeling for them during their stay.

Thank you, Laurie Comfort RN CEN

Hi, my name is Jamie Wilson. I have worked on call in the ICU at PNMC, since 2006. I have also worked at OHSU since 2004, where I am currently an ONA member. I plan to vote yes on May 14 because I have always had a positive experience with the union. I realize that unionizing will not bring immediate change or fix all of our problems. However, I feel that it gives nurses a unified voice and a

supportive process to finding a solution to the problems we face in the work place. I always thought that it was odd that PNMC nurses are not unionized, as the nurses working at other Providence hospitals are. I thoroughly enjoy working at PNMC and love my coworkers. I look forward to seeing the outcome of the vote and what the future brings for the nurses at PNMC.

- Jamie Wilson, ICU

VOTE YES!

Our ONA Election

Thursday

May 14, 2015

6:30 - 9 a.m.

11 a.m. - 1 p.m.

6:30 - 9 p.m.

Dundee
Conference Room

We Create Our Workplace

In the week leading up to our election, emotions in some departments are running high. So much so, that someone who is anti-union felt the need to deface newsletters and photos of colleagues sharing their perspective. Nurses part of the organizing effort have not engaged in this type of conduct when presented with anti-union letters in support of management's position. Instead, we have tried to invite open and respectful dialogue among all nurses, regardless of his or her position on the union.

This is our hospital. We have the ability to make it a positive place to work by treating each other with the respect we all deserve.