What Is Happening with Our May Pay Raise?

Are you confused by the status of your May pay raise? Join the club!

What the law requires:
According to the National Labor Relations Act (NLRA), the law that governs labor-management relations, no unilateral or material changes can be made to the operations of the hospital where nurses are represented by a union. In places that already have a contract, terms covered by the collective bargaining agreement or exist as a past practice are also protected by this provision during negotiations. What this means for wages is that nurses covered by a contract receive their wage increases (usually including a retro sum where appropriate) once a renegotiated contract is voted on by membership.

What will happen here: Our expectation is that administration will proceed with regularly scheduled increases in May if we do not reach an agreement by then. From the moment we won our election, there must be “status quo.” This has been the case at Providence Newberg Medical Center regarding new practices or policies enacted unilaterally during open negotiations. For example, when administration tried to unilaterally start floating intensive care unit (ICU) nurses to other departments and creating a new practice of disciplining nurse for not clearing a med drawer within 30 minutes of discharge, we put a stop to it. They cannot unilaterally change things without coming to an agreement with nurses first.

Just as you received your May increase last year right after we won our election, this year’s May raises ARE the status quo. So if we have not reached an agreement by this May, nurses should receive the regularly scheduled, discretionary increase. However, if instead by that time we vote to accept a new wage scale and annual increases to the scale, than that new wage scale will be in effect.

We are moving steadily forward in negotiations and our bargaining team is optimistic that we will have reached agreement before then and will have another raise to vote on by May.

Newberg Camellia Festival

Join the Oregon Nurses Association (ONA)/Providence Newberg Medical Center (PNMC) team and stretch your legs for a fun and healthy community event. The annual run ends in the middle of a terrific festival! Enjoy refreshments and entertainment at the Newberg Camellia Festival after you finish.

Date: Saturday, April 9, 2016
Time: 9 a.m. - 10K, 9:05 a.m. - 5K
Location: Chehalem Cultural Center (415 E. Sheridan St) - Newberg, Oregon
Distances: 10K run/walk & 5K run/walk
Course: The fun run begins in the heart of Historic Downtown Newberg. Enjoy the surrounding mountain views and peaceful neighborhoods as the 5k and 10k courses wind through Newberg on this mostly flat elevation course.
Registration: Contact Whitney Wong to join the ONA team. wong@oregonrn.org.

Hours Donated By ONA/PNMC RN Team: 463
Please read the full text of each article at:
www.OregonRN.org and select Prov Newberg under Find Your Bargaining Unit

We have reached tentative agreement on the following contract provisions:
Article 1, Recognition
Article 4, Equality of Employment Opportunity
Article 5, PTO
Article 7, EIT
Article 12, Employment Status
Article 13, Restrooms and Lockers
Article 14, Leaves of Absence
Article 16, Pensions
Article 18, No Strike
Article 19, Grievance Procedure
Article 21, Interdisciplinary Practice Council
Article 23, Reduction in Force

What’s Left:
Article 2, Definitions
Article 3, Membership
Article 6, Holidays
Article 8, Hours of Work and Overtime
Article 9, Scheduling
Article 10, Floating
Article 11, Staffing
Article 15, Health Care Benefits
Article 17, Association Business
Article 20, Professional Development
Article 22, Seniority
Article 24, Low Census
Article 26, Successorship
Article 27, Duration
Article 29, Task Force
Appendix A, Wages and Differentials
Appendix B, Standby Call
Appendix C, Certification and Clinical Ladder
Appendix D, Benefits
Memorandum of Understanding AA/BSN Nurses

Your bargaining team has volunteered a total of 463 unpaid hours (or 82.3 hours per nurse) to represent you in negotiations since October.

We are optimistic that having thoroughly discussed the issues at hand, we will soon be able to reach agreement and have a contract for you all to vote on before May! In the meanwhile, it is important that everyone stay updated with negotiations and unified in our joint struggle to reach a fair contract for nurses.

ONA Convention
Registration is now open for the ONA 2016 Convention and House of Delegates, held April 11-13, 2016 in Seaside.

Join us for three days this spring for a mix of educational activities and opportunities to visit with colleagues from across the state!
Visit www.oregonrn.org to register today.

Become an ONA Member!
How do I join? Go to www.OregonRN.org and select Providence Newberg under Find Your Bargaining Unit. Under documents, click on “ONA Application.” Print it out, complete it, and submit it by mail or fax.

What are the monthly dues? The dues are $37.99/month. At the point we reach an agreement and ratify our first contract, the dues will be $81.25 for full-time and about $43/month for part-time or per diem nurses working under 64 hours a month.

Do I have to pay dues twice if I’m a member at a different ONA facility? No. Nurses who work at two ONA facilities pick a base hospital for the purposes of membership and only pay dues once.

Are my dues tax deductible? Yes.

Does my ONA membership really matter? YES! As the team enters into negotiations, the more unified we are in supporting them and ONA, the stronger our position at the table will be to make gains in a first contract.