Membership Matters: For a Better Contract and a Stronger Voice for PNMC Nurses

If you supported coming together as a union to negotiate over our working conditions, then you were voting for the right to become a dues-paying member of the Oregon Nurses Association (ONA) at Providence Newberg (PNMC).

It’s a fact

Nurses working in union environments earn higher wages than those working in non-union hospitals. According to CNN, union nurses in 2014 earned an average of 25 percent more than non-union RNs. Click here to read the article.

In a recent survey, researchers found that “nurses belonging to a union were more likely to get a shift differential, a differential for certification, a differential for a BSN degree, a charge nurse differential, and continuing-education reimbursement.” Click here to read the article.

In Oregon, there is a correlation between union participation rate and higher wages. Hospitals with a higher proportion of active members successfully bargain for better pay for all RNs.

When administration knows that all of the nurses at Providence Newberg are speaking with one voice, through their democratically elected leadership, they listen. The higher our membership percentage, the more power we have. The more power we have, the more likely we’ll be able to make the change that nurses at PNMC want and hold onto the benefits that we’ve already won. The more members we have at each Providence facility, the more power we have to influence regional decisions and to gain better and more comprehensive contracts.

ONA contracts within the Providence system require either Full Membership in our union or close to it (“Agency” or “Fair Share” fees that are a high percentage of full membership dues) for all nurses hired after 2009. This is what your bargaining team has proposed for PNMC nurses as well: new hires after ratification would have the same choices for union membership that they would have at any other Providence hospital in Oregon. Without it, we’ll be in the same position as before: doing all the same work but for less pay and benefits as other nurses within the Providence system.

We’ve fought hard to get this far!
We’ve Been Hard at Work!

Your ONA/PNMC bargaining team has donated over 500 hours in the last six months to come up with a contract that benefits the largest amount of nurses in our bargaining unit.

The good news is, we are almost done!

We are fundamentally in agreement with the wage scale in year one — at ratification of this agreement.

Understanding the Wage Scale

The numbers in the left column denote years as a nurse at an accredited acute care facility.

The middle and right columns denote the same scale with a 2 percent increase per year (ONA has proposed 2.5 percent each year), so if you are at step 15 now, then in 2017 you would move to step 16 in the middle column ($48.88 or $49.12, depending upon percent increase per year), and step 16 in the third column in 2018 ($49.86 or $50.10). The nurse at step 16 would move to step 18 after 2 years at step 16 (2019).

Examples

1. So, if you are a current PNMC nurse who transferred from another facility five years ago with 10 years as a registered nurse at an acute care facility, you would be at step 15 now.

2. If you started at PNMC as a new nurse in 2013, you’d be at step 3 in 2016 (ratification) step 4 (middle column) in 2017 and step 5 (right column) in 2018.

Other Outstanding Issues

Other outstanding issues include earning time and a half for all hours after 36 in a week (PNMC says after 40, per the law) and membership in ONA (administration says no membership obligation in the union, we say new hires have to join the union or pay a fee just like at all the other Providence facilities).

You can find the full update on our remaining articles here:

www.OregonRN.org and select Prov Newberg under Find Your Bargaining Unit