

June 3, 2016

ONA

Oregon Nurses Association
Bargaining Unit Newsletter

Providence Willamette Falls Medical Center (PWPMC)

Newsletter for Nurses

ONA/Providence Willamette Falls Medical Center (PWPMC)

President:

Jay Formick, RN, Med/
Surg

Vice President:

Holly Spitzer, RN, ICU

Secretary/Treasurer:

Alison Stewart, RN,
Med/Surg

Member Chair:

Virginia Smith, RN,
Med/Surg

Grievance Chair:

Chris Coleman, RN, ICU

ONA Labor Relations Representative

Sam Gieryn

503-293-0011 ext. 350
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SAVE THE DATE

2016 ONA Bargaining
Unit Leadership
Conference

Sept. 30 – Oct. 1, 2016
Portland Hilton
921 SW 6th Ave., Portland, OR



Oregon Nurses Association
18765 SW Boones Ferry Road
Suite 200 Tualatin OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org



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MEMBERSHIP MATTERS

**For a Better Bargaining Unit and a Stronger
Voice for PWPMC Nurses**

Represent Your Unit on the Negotiations Committee

Our current Oregon Nurses Association (ONA)/Providence Willamette Falls Medical Center (PWPMC) collective bargaining agreement (CBA) expires November 30, 2016. That's less than eight months

away. We'll be bargaining a new CBA beginning this fall. According to our bylaws, the ONA/PWPMC Executive Committee serves as the negotiations committee. However, we would like to broaden the scope of representation on the negotiations committee to include more units. We're asking for



ONA/PWPMC Negotiating Committee:

Left to right: Sharon Candioto, med/surg;
Holly Spitzer, intensive care unit (ICU);
Chris Coleman, ICU; Virginia Smith, med/
surg; Jay Formick (med/surg)

individuals who would like to represent their unit by serving as an advisory negotiations committee member, to contact us. Our intent is to include advisory negotiations committee members in all facets of negotiations. Final decisions regarding acceptance of any

tentative agreements will reside with the negotiations committee as required under our bylaws, however, we hope to work by consensus among the negotiations committee and advisory negotiation committee members to the greatest extent possible.

We are looking for nurses to represent the following units:

Emergency

Maternity Services

Mental Health

**Post Anesthesia Care Unit
(PACU)/Short Stay/Surgery**

Starting this summer, our negotiations committee will begin meeting for

training and to develop a bargaining survey to determine what your

priorities are for negotiations. Based on your priorities, the

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Represent Your Unit on the Negotiations Committee *(Continued from Page 1)*

committee will draft proposals and eventually will schedule negotiations with PWPMC. Negotiations require a significant commitment of your time. It's hard to say whether negotiations will be smooth or difficult and protracted. Typically, the committee will meet four times prior to negotiations (approximately 16

hours) and then 4-10 times with PWPMC administration, for day-long negotiation sessions. Sometimes this happens relatively quickly and other times there may be delays and significant periods of inactivity.

You'll learn a lot about PWPMC, our CBA, collective bargaining, employment law, and more by

participating in negotiations. You'll also have the satisfaction of knowing that you spoke up for yourself and co-workers in an organized and professional way. ***Please contact team member Jay Formick - jayformick@gmail.com if you would like to participate.***

We'll Pay Your Way to Training

Our bylaws require that 20 percent of our bargaining unit funds be reserved for funding and incentives for our nurses to attend educational training programs related to education and incentives. We've utilized these funds to train our nurses to do the work of our organization, which is primarily

nurse advocacy, organizing, bargaining, union administration and employment relations. Typically we've paid for tuition, registration, materials and expenses for nurses attending such programs. A number of excellent training opportunities are coming up later this summer.



2016 Oregon Strong Voice Summit

Friday, July 29, 2016
9 a.m. – 5 p.m.
University of Oregon in
Eugene, Oregon

This summit is a unique opportunity to convene labor and community partners from throughout the state to share skills and experiences, learn from experts, and re-energize for a vigorous election season and beyond. There is no cost to attend the summit.

[Click here to register and learn more about the workshops.](#)

2016 AFL-CIO/LERC Summer School

Fri, Jul 29, 2016,
6 p.m.—Sun, Jul 31, 2016, noon
University of Oregon in
Eugene, Oregon

The 2016 AFL-CIO Summer School will focus on how we build strong unions and a strong movement for social change

[Click here to register and learn more about the workshops.](#)

If you would like to attend any one of these educational programs or another that you believe qualifies, please contact Sharon Candioto scandioto@comcast.net.

2016 AFL-CIO Organizing Institute

Friday, August 26,
10:00am – Sunday, August 28,
noon
Portland, OR

Learn to organize workers for a voice in the workplace; collaborate across the labor movement with community allies; and share successful approaches to support organizing and strategic campaigns.

[Click here to register and learn more about the workshops.](#)

For more information about these and other labor related training opportunities and events, please go to <http://orafclcio.org/take-action/>.

ONA Steward Training Graduate

The Child Adolescent Psychiatric Unit (CAPU) now has an ONA representative. Francisco (Cisco) Macias recently completed our ONA Stewards (unit representative) Training program held at Providence Milwaukie. Stewards are your resource for information about employment practices on your unit and your rights under our CBA. Stewards also organize unit nurses to address issues of concern. CAPU nurses can reach out to Macias confidentially at ciscomacias@gmail.com.

If you are called to meet with administration and you have any concern that the meeting may lead to discipline, you have a right to bring along your steward or our labor relations representative. Please don't forget to discuss any concerns you have about nursing practice, our CBA, employment at PWPMC, with Macias or any of our team members.



Francisco Macias, RN, CAPU,
ciscomacias@gmail.com

PTO Accrual Grievance

October 19, 2015 we filed a grievance on behalf of all nurses who were hired after April 19, 2011, alleging that PWPMC violated Article 21B, Section 21.2 (B) of our CBA, by not applying paid time off (PTO) and extended leave bank (EIB) accrual rates to overtime hours worked, resulting in losses of PTO for nurses. PWPMC acknowledges they had never applied the accruals to any overtime hours for these nurses, and has insisted that they are not obligated to apply accruals to overtime hours. PWPMC denied our grievance at all three steps. Our ONA Economic & General

Welfare Cabinet approved the case for arbitration February 25. Dates are being set for a hearing with an independent arbitrator.

According to Section 21B, paid hours upon which PTO and EIB accrue are any directly paid hours, including PTO or EIB hours paid and mandatory days off, but excluding standby hours. Since overtime hours are directly paid hours, accruals should have been applied to those hours. For some nurses the loss of PTO and/or EIB may be significant. The nurse who brought this to our attention calculated that she lost 12 hours of PTO in 2014 and 19 hours of PTO in 2015 because accruals

were not applied to her overtime hours. Another nurse lost almost two weeks!

The only limit is an annual 2,080 hour cap on hours to which accruals will be applied. Some full-time nurses may not be affected, because 2,080 is the number of hours a nurse who works a 40-hour week will work in a normal year. Any hours above 2,080 annually will not count toward PTO and EIT. But if you work less than 40 hours per week on average, and had some overtime in the last five years (who hasn't?), you did not receive the negotiated accruals.

Rest Between Shifts

Under the Oregon Nurse Staffing Law (441.151 to 441.192), a nurse is entitled to the 10-hour rest break after any shift or combination of a shift and/or call-in that exceeds 12 hours in a 24-hour period. Whether or not the nurse volunteered for the hours worked, he or she must be provided the 10-hour break, if requested prior to the next shift. So whenever you clock out, no matter what the reason you were working, be it regular hours, a

call-back, a meeting or education session, you count up your hours worked over the previous 24 and if you worked 12 or more, you then have a right to a 10-hour rest period.

Volunteerism – This is not a prohibition on nurses volunteering to work more than 12 hours in 24-hour period. Nurses may volunteer to work or be on-call without the 10-hours of rest.

Why We are a Union

We are a union because we agreed that we wanted the legal right to work together and be able speak with one voice regarding working conditions, wages and benefits at PWPMC.

We are a union so that we are able to work together to build a workplace which upholds high standards of care, fairness and transparency.

We are a union so that we have an organized and democratic way to express common concerns and move forward in a unified fashion to address those concerns.

We are a union so that we can work together to maintain what works well and change what doesn't.

We are a union because we want to support each other as professionals and as individuals.

We are a union because we want to be able to hold our employer accountable to the public they serve.

We are a union because we want to stay connected as RNs at Providence, with other RNs in the Providence system, and with other RNs throughout the state and country.

We are a union so that our professional views have real influence on building a healthy workplace as well as delivering the highest quality of care for our community.

We are a union so that policies cannot be imposed or changed without consultation.

We are a union so that favoritism does not determine rights and obligations in our workplace.

We are a union because we want the power to make positive change.

