Providence Portland Medical Center (PPMC)
Bargaining Update #8
Feb. 15, 2019

Eleventh Bargaining Session
We held our eleventh bargaining session on Feb. 11. We discussed care manager issues in the morning and in the afternoon we gave counter proposals back to management. Your Oregon Nurses Association (ONA) team has continued to say NO to management’s proposal to freeze EIT accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020.

Upcoming Bargaining Dates
Monday, March 11, 2019
Thursday, March 14, 2019
Friday, March 22, 2019
*Bargaining is usually 9 a.m.-5 p.m. in HCC8; however, times and locations may vary so contact a bargaining team member if you plan to attend.

NEXT ONA Membership Meeting:
Wednesday, March 13
HCC8 • 6 - 8 p.m.

WORK SAFE
NOT SICK

Your ONA Bargaining Team:
- Sabra Bederka, RN, Critical Care Services
- Richard Botterill, RN, Emergency Room
- Rudolph Francis, RN, Critical Care Services 2K
- Beth Gately, RN Surgical Services/Operating Room
- Christine Bernier, RN, Emergency Room
- Kristin Harman, RN, Respiratory Cardiology 2R
- Kim Martin, RN, 5R Medical Unit

PPMC Administration Team:
- Dan Mueller, Labor Attorney
- Jennifer Gentry, Chief Nurse Executive
- Jeannie Mikulic, Director of Human Resources
- Patti Langdon, HR Business Partner
- Jason Plamondon, Nurse Manager 2R
- Camilla Collins, Director of Nursing, Critical Care/ED
- Michelle Campbell, Nurse Manager 5K, IRU, & IVT Team
### Reasons Why We Think Managements’ Proposal Is Bad:

- LOSS of EIT - accrued benefit
- LOSS of our paid time off to care for a family member
- Reductions to PTO accruals (especially for .9 FTE) *(this is especially concerning for units who experience a lot of low census)*
- Increase wait time from 24 hours (to access EIT) to seven calendar days (to access STD)
- EIT is paid at 100% of pay. STD is paid at 65% of pay (and TAXED if the employer pays the premium)
- Current STD option is untaxed
- Have to deal with SEDGEWICK *(Nurses routinely report negative experiences with this third party administrator)*
- Oregon HB 3087 is likely to pass in the 2019 legislative session, ensuring *paid family and medical leave* (PFML). Providence is offering up something they will be required by law as a reason this is a good plan.

### Reasons Why Some Might Like the Proposal:

- Not everyone has accrued a lot of EIT, or has used their accruals
- Employer would pay the premium for STD (nurses can purchase it through UNUM with a payroll deduction)
- Can potentially utilize more than 26 weeks per year *(if 2 separate STD claims in one year get approved by Sedgewick. Meaning you could have more paid hours than the current EIT cap of 1040 hours)*
- Parental leave

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Have you signed your pledge card?

Nurses are currently signing pledge cards (pictured at right) to endorse informational picketing at PPMC if it becomes necessary in order to reach a tentative agreement.

Your bargaining team member or union steward has pledge cards available to sign.

For more information about informational picketing, see page 3 of this newsletter.

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You Can Count On Me!

You can count on me to join you on the picket line! I authorize the ONA negotiating team to call for an informational picket at Providence Portland Medical Center if necessary to secure a fair contract.

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<th>NAME (please print)</th>
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<td>UNIT/SHIFT</td>
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<td>Your CONTRACT ACTION TEAM (CAT) or UNION STEWARD</td>
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You Can Count On Me!

I authorize the ONA negotiating team to call for an informational picket at Providence Portland Medical Center if necessary to secure a fair contract.
Why do we need to sign pledge cards?
Informational pickets are a powerful demonstration of nurse solidarity—but only if they are supported by a strong majority of nurses. Gathering pledge cards in support of further action (if necessary) helps the ONA team know if they have support behind them and sends the message to hospital administration that nurses are willing to take concrete action in support of the issues we’re fighting for.

Is informational picketing really necessary?
We have bargaining sessions scheduled March 11, 14 and 22. Dates haven’t been scheduled beyond that. We have had eleven bargaining sessions. While we’re hopeful we can reach agreement, we’re still far apart on key issues related to sick time/PTO and EIT, having a healthy work environment and healthy staffing.

This is NOT a strike.
Informational picketing is not striking. It is demonstrating on non-work hours, outside of the hospital, with signs.

Informational picketing is demonstrating.
By picketing, we draw community attention to our concerns about safe staffing and put public pressure on the employer to give our concerns the attention they deserve.

Picketing engages our community.
We believe our community shares our concerns about safe staffing at PPMC and needs to know that nurses are fighting to improve the quality and safety of care for our patients.

What would I have to do?
Join the picket line. Whether it’s your day off or whether you’re joining during a break or before/after your work day, we’ll need you there. In other ONA facilities where nurses have picketed, we’ve seen family members, friends, community members and elected officials participate too!

Can I get in trouble?
No. You cannot be disciplined nor can you get in trouble for talking about or participating in an informational picket. This is protected union activity under federal and state law. It’s also illegal for managers to talk to employees about this tactic or question you about your plans to participate.

When would informational pickets happen?
We have our next bargaining sessions March 11, 14 & 22. Dates have not been scheduled beyond that. Our hope is that we can reach tentative agreement without the need for further action. But, if the ONA team deems it necessary, having prior commitment from nurses helps us move quickly.

If a picket were to happen, our ONA team would make every effort to ensure we give nurses enough time to participate.

The ONA team will continue to keep nurses informed about our progress at the negotiating table and our need for further action.

SIGN A PLEDGE CARD!

Cards are being circulated by
Your ONA bargaining team Leaders and stewards

We need ALL CARDS RETURNED to ONA by March 8

PRO | CON on the EIT, PTO, STD proposals
Want to be a member of PNCC?
Are you passionate about improving nurse practice issues? Professional Nursing Care Committee would be a great committee for you! The PNCC is a committee comprised of direct care nurses and has many important responsibilities within the hospital. One of the most important duties of this committee is to review professional practice issues and makes recommendations to management and help put systems in place to improve the safety or practice of staffing plans? Fill out the intent to serve form on page two, and email it to your hospital staffing plan committee (HSPC) co-chairs Kristin Harman at kristin.harman@providence.org.

Staffing Committee Nominations
We will have annual staffing committee elections in May! Interested in serving on the committee that determines the efficacy of our unit and department staffing plans? Fill out the intent to serve form on page two, and email it to your hospital staffing plan committee (HSPC) co-chairs Kristin Harman at kristin.harman@providence.org.

PPMC Nursing Staff Planning Committee Intent to Serve Application

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<td>PPMC Hire Date:</td>
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Briefly state why you would like to be a member of this committee

What qualities or experience do you feel you will bring to the committee?

What are the staffing issues would you like to see addressed in your cluster and/or in the hospital?

Direct care nurse representatives must:
- Be able to attend all scheduled and ad-hoc meetings.
- Interested in thoroughly understanding Oregon’s staffing law and advocating for safe staffing.
- Be willing to do follow up work and attend cluster UBCs/Staff Meetings as needed

The Contract Action Team (CAT) Wants You!

Are you interested in being a Contract Action Team (CAT) Member?

As negotiations are beginning we need nurses, preferably from each unit to be Contract Action Team (CAT) members. The CAT members will be the go to for contract negotiation updates and progress, dispersing information to their unit, answering questions and handing out the bargaining update newsletters. It is not a huge commitment; we will be having CAT meetings every 2-3 weeks to keep you informed about proposals, tentative agreements and how things are going with bargaining. If you are interested in being a CAT, please email Jaime Newman newman@oregonrn.org or Sue Phillips, RN on 8 South.