We Need to Hear from YOU

Your Oregon Nurses Association (ONA) bargaining team has made a lot of headway with Providence management in contract negotiations. We are now entering the final stretch where your benefits are at stake. Management has proposed a big change regarding your sick leave and has signaled to us that this is their priority. Sick Leave, PTO Accrual, Wages and Health Benefits are all on the table.

Your bargaining team needs to know what your priorities are and direction from you to guide us at the table.

Please fill out this survey on PTO, or go to: surveymonkey.com/r/2020PHRMHPTO.

The survey deadline is Sunday, Feb. 9 at 11:45 p.m.

ONA/PHRMH CAT

- Kelly Marchant, RN – ED
- Akela Tubbs, RN – ED
- Ashley Dodson, RN – ED
- Christine Watson, RN – ED
- Rhonda Fischer, RN – ED
- Sarah White, RN – Med/Surg
- Sam Hauk, RN – Med/Surg
- Gabriella Lizama, RN – Med/Surg
- Christy Diemer, RN – ICU

Schedules

During negotiations with management we have had open conversations concerning the lack of nurses’ voices in the scheduling process. Management provided a proposal that is a good start and we will have new contract language that supports nurses’ voices in the schedule creation process.

For more information about what is happening at the bargaining table talk to your bargaining team:

- Brittany Foss
- Pam Howard
- Paul Chakowski
- Tina Jorgensen

Next Bargaining Dates location to be determined. Will be on campus.
Feb. 10 10 am – 2 pm
Feb. 18 10 am – 2 pm
March 2 10 am – 2 pm
March 3 10 am – 2 pm
You are welcome to join us!!

You can read management’s presentation on their initial PTO proposal here, or go to: www.oregonrn.org/resource/resmgr/hoodriver/PHRMH_PTO-Prop_2020-01-24.pdf
In the fall of 2019, Providence administration notified our union that they intended to make some minor changes to our collectively bargained retirement plan. Although the changes they are seeking would not impact the employer’s contribution match, formula, or timing, Providence nurses have the right to negotiate over any changes to our benefits. We asserted those rights by sending a demand to bargain letter to Providence and engaging both our legal counsel and a benefits assessor to perform an analysis of any possible smaller impacts of the proposed changes.

Our counsel and benefits experts performed that analysis and their findings are outlined below. Active engagement with administration over any changes they seek to our benefits is essential to ensuring we retain our power as a union.

Providence has proposed converting the retirement for all but two of our facilities to a 401(k) from the existing 401(a) and 403(b) plans. The benefits assessor determined that unlike our current 403(b) plan, there would not be a length of service catch-up provision in a 401(k), and there would be a change to the vesting schedule (vesting faster) from 401(a) contributions. Additionally, under the proposed plan, the match service would increase from 800 to 1,000 hours and the income limit for determining eligibility for the additional $50 match would increase from $30,000 to $50,000. There would be a change in investments under the proposed plan, because 401(k) plans allow for investment in Collective Investment Trusts which are not available to regular “retail” investors. Lastly, moving to a 401(k) plan would allow for hardship distributions.

To reiterate, the proposed plan would have no impact on the formula, timing, or contribution match we are entitled to in our contract.

Read more details on the ONA/PHRMH bargaining unit webpage at www.OregonRN.org/78.

Look for “ONA/PSH Retirement Plan Update” and “Providence Retirement Plan Changes” under News and Updates.