

Oregon Nurses Association  
18765 SW Boones Ferry Rd.  
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Tualatin, OR 97062

June 2013



Oregon Federation of Nurses and  
Health Professionals Local 5017  
2045 SE Ankeny  
Portland, OR 97214



## Executive Officers

### Chair/Vice Chair

Donna Abbott  
(Med/Surg)

### Secretary/Treasurer

Laurie Kaler  
(Med/Surg)

### Membership Chair

Marie Teela (ER)

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(Med/Surg)

Marie Teela  
(ED)

Nancy Needham  
(Med/Surg)

Renee White  
(ASU)

Ediy Paulsen  
(ASU, Alternate)

Laurie Kaler  
(Med/Surg, Alternate)

## ONA Labor Relations Representative Jaime Newman

503-293-0011 ext 331  
newman@oregonrn.org

**YOUR TEAM  
RECOMMENDS  
A  
YES  
VOTE!**



# WE REACHED A TENTATIVE AGREEMENT

## YOUR TEAM RECOMMENDS A YES VOTE!

### HIGHLIGHTS:

- 2 percent for the first year of the contract (effective 1/1/2014) and a .4 percent lump sum bonus in June 2014
- 2.5 percent for the second year of the contract (effective 1/1/2015)
- Added Steps 6, 8 (effective upon ratification) and steps 11, 19 & 25 (effective 1/1/2015)
- Increases in certification, night shift, charge and preceptor differentials and standby pay
- We won on the education issue!
- A much improved layoff process
- A way to deal with unit mergers and restructures within Providence Milwaukie Hospital and with units that may come to us from other ONA represented Providence facilities
- Job rights at other facilities where there are opening if we experience layoffs and the applicant is qualified

# RATIFICATION VOTE SCHEDULED TUESDAY, JULY 2, 2013

**6:30 - 8:30 a.m.**

**noon - 2 p.m.**

**6:30 - 8:30 p.m.**

**in the Mother Mary Theresa conference room**

Come, get your questions answered, and vote. A summary of the agreement is included in this update. An actual copy of the agreement will be available for you to review at the vote and maybe sooner on our web page.

You **MUST** be an ONA member in good standing to be eligible to vote. If you are not yet a full member you can join and vote the day of the vote by filling out a membership application.

### **ABSENTEE BALLOTS AVAILABLE**

If you cannot vote on site but want to vote, you must request an absentee ballot ASAP by contacting Melissa Tangedal at [tangedal@oregonrn.org](mailto:tangedal@oregonrn.org) or by calling the ONA office at 503-293-0011. Deadline for submitting absentee ballots is 3 p.m., July 1, 2013.

## A BRIEF SUMMARY OF THE TENTATIVE AGREEMENT

**Article 1 Recognition:** No change

**Article 2 Definitions:** slight modification to the preceptor definition (and an increase in the Preceptor differential).

**Article 3 Non Discrimination:** No change

**Article 4 Management Rights:** No change

**Article 5 Hours of Work:** Language that allows for paid time away from patient care duties to complete Healthstreams.

**Article 6 Work Schedules:** Language that clarifies that extra weekend shifts off will be rotated fairly.

**Article 7 Compensation:** 2 percent and a 0.4 percent bonus for 2014 and 2.5 percent for 2015. Increased on call nurses pay to \$3.40 effective on ratification and to \$3.50 effective 1/1/2015

**Article 8 Differentials:** Increased Certification increased to \$1.95 per hour, night shift differential to \$5.60 per hour, Charge nurse increased to \$2.10 on ratification and \$2.20 effective 1/1/2015.

**Article 9 Standby Compensation:** Increased to \$4.10 effective on ratification

**Article 10 Extra Shifts:** No change

**Article 11 Health Benefits:** Added all of the same language to our contract that Providence Portland Medical Center (PPMC) got in their contract this past winter and a reopener if there are changes to health benefits in 2015.

**Article 12 Pensions:** No change

**Article 13 Professional Development:** ONA proposed some clean up here to clarify that required education is paid by the hospital. Maintained current language; The hospital dropped their proposal to prevent nurses from accessing the pool of 900 hours in order to get four hours to make up for the loss of a 12-hour shift in order to attend educational programs.

As you may know, ONA had a grievance over this issue that was scheduled for arbitration at the end of June. Since the hospital dropped their proposals this grievance arbitration will be canceled.

Each nurse who applied for 12 hours of education time and only received eight during the term of the last agreement will get four hours pay. Each nurse will only get this four hours once (if you applied for more than 12 hours or applied multiple times you only get the four hours once).

**Article 14 Paid Time Off:** Language to clarify that a nurse will not have to use paid time off (PTO) if they work in a unit that is closed for on a holiday.

**Article 15 Extended Illness Time:** No change

**Article 16 Floating:** Language that allows nurses to change their float status at any time rather than just once per year.

**Article 17 Staff Reduction:** We got new language here to mirror the new layoff language that the other Providence facilities received this past winter. This language will provide more clarity on the process and options during layoffs.

**Article 18 Severance:** No change (although there is new language on severance during layoff that is under Article 17- this is the same language that the other Providence facilities received this past winter).

**Article 19 Uniforms:** No change

**Article 20 Seniority:** Increased seniority re-hire rights from six months to 12 months.

**Article 21 Introductory Period and Discipline:** No change

**Article 22 Job Vacancies:** No change

**Article 23 Personnel Files:** No change

*(Continued on page 3)*

**BRIEF SUMMARY** (CONTINUED FROM PAGE 2)

**Article 24 Evaluations:** No change, but clarified the understanding that if managers intend to use peer reviews in the evaluation process that they let nurses know so that they can also get peer reviews for the evaluation.

**Article 25 Ethical Practices:** No change

**Article 26 Task Force:** No change

**Article 27 Equipment:** No change

**Article 28 Health and Safety:** No change

**Article 29 Leaves of Absence:** Language that allows part time nurses who are NOT covered under Family Medical Leave Act (FMLA)/Oregon Family Leave Act (OFLA) to be eligible to take up to six months off (not intermittently) for their own serious health condition (employee only, not family members).

During this time off Providence will continue health benefits as long as the nurse has PTO/earned illness time (EIT) to use and nurses utilizing this leave will not be guaranteed reinstatement to the same position.

This is the same new language that the other Providence facilities got in their last round of negotiations this past winter.

**Article 30 Union Membership:** No change

**Article 31 Bulletin Boards:** No change

**Article 32 Information Provided to the Union:** No change

**Article 33 Stewards and Orientation:** No change

**Article 34 Union Access:** No change

**Article 35 Union Representatives:** No change

**Article 36 Grievance Procedure:** No change

**Article 37 No Strike/No Lockout:** No change

**Article 38 Separability:** No change

**Article 39 Successors:** No change

**Article 40 Professional Nursing Care Committee:** No change

**Article 41 Staffing:** No change

**Article 42 Duration and Termination:** Two -year contract

**Appendix A Certifications:** Removed the certifications for the Women's Health and Family Maternity Center due to the unit closure with the understanding that if such positions ever return to the Hospital that these certifications will be recognized. Added Gerontological Nurse certification to the Emergency Department.

**Appendix B Operating Room Standby and Call-Back:** No change

**Appendix C Clinical Ladder:** We agreed to a memo of understanding that creates a clinical ladder (CL) review committee (made up of four CL board nurses) to review and revise the ladder. All new applications have been suspended until after this review process has been completed and the hospital and the union agree to the changes.

This committee will submit changes no later than four months after ratification and any changes shall not make the clinical ladder more rigorous than what exists at the other ONA represented Providence facilities.

**Appendix D Health Insurance:** We got all of the same language regarding health insurance that the other Providence facilities got in their last round of bargaining this past winter.

**Must be an ONA member in good standing to vote.**



The Oregon Nurses Foundation (ONF) has a new look, a new mission and a new vision for the future of nursing in Oregon! ONF is a 501c3 charitable Foundation with a mission to advance and promote the profession of nursing in Oregon through scholarships, workforce development and

training and nursing retention. We are asking nurses across the state to make a charitable donation to the Foundation to help us launch the Oregon Nurses Foundation with new vitality and strength! YOUR generous gift can help provide new scholarships to nursing students wanting to enter the profession, can help fund training and CE programs for nurses who need new skills to adapt the changes in health care, and provide essential services that will keep nurses facing personal and professional challenges in the profession. Our goal? To raise \$50,000! Your role? Make a tax-deductible donation to the Oregon Nurses Foundation today! **Together, we can make a difference for the future of nursing!**

*Get more information online at [OregonRN.org](http://OregonRN.org) or by calling the Foundation at 503 293 0011.*



## SAVE THE DATE ONA's 2013 CE CONFERENCE

### Nursing CE Day

**Transitions: The Value of Nursing in a Changing Health Care System**

The current upheaval in the health care system in Oregon is being driven by efforts to reform through the development of coordinated care organizations and primary medical homes, by cutting costs, and through development of differing roles and care givers. At the center of this upheaval, patients and families try to decipher what these changes will mean.

Nurses look at this system as a second-by-second event where care delivery is intersected by systems that are struggling to respond in different ways. Nurses at every level, system, site and practice setting need to recognize that they are not just a cost to the system, but provide real and substantial value.

This convention explores a two-part paradigm for nursing: the

October 1-2, 2013  
Valley River Inn  
Eugene, OR

"value of nursing" balanced with "cost of care". Speakers from within and outside Oregon will be presenting.

### Labor CE Day

More details on Labor CE Day will be posted as they are confirmed.

### Lodging

The host hotel for the event will be the Valley River Inn. We will provide details for reservations and a link for a special ONA rate shortly.