

Bargaining Update #12

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February 14, 2014

ONA / Providence
St. Vincent Medical
Center (PSVMC)

Association
Professional
Registered Nurses
(APRN) Officers:

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Maryann Dutton, RN,
Outpatient Infusion

Secretary:
John Smeltzer, RN, 5E

Member at Large:
Sonda Martin, RN, ED

ONA Labor Relations
Representative

Sally LaJoie
503-293-0011 ext. 318
lajoie@oregonrn.org

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



We Had Our 17th Negotiation Session February 13

We were prepared and made a complete package proposal to start the day.

Wage Increases

1/1/14: 2.5%

7/1/14: 0.5%

1/1/15: 3.0%

7/1/15: 0.1% (reduction of 1%
from our last offer on 2/11)

Differentials and Other Economic Issues:

We did not make any changes to our existing proposals for:

Charge: (\$4.25), Relief Charge: (\$3.75),
Resource Nurses: \$4.85 (currently at
\$3.75) and decrease annual hours
required for resource to apply for
Clinical Ladder, Education fund
allocation increases, EIT/Sick
Cash-out, low census cap.

We reduced / modified these proposals:

Evening: \$3.25 (reduced by .25)
Night: \$6.15 (reduced by .10)

We withdrew our proposal for rollover or cash out of unused funds

We continue to oppose the Medical Center's (MC) proposed

deterioration of current contract benefits:

No Clock Out, No call back.

Nurse on call/standby following a scheduled shift has not clocked out, but is asked to stay for a procedure after their shift ends, would not receive call back pay unless they had already clocked out (and been called back to work).

Spousal Surcharge

Waiver of report pay when the MC does not provide required notice prior to a canceled shift

Requirement that all nurses be required to float on extra shifts

We provided a copy of the **petition signed by 86 critical care nurses** voicing their opposition to the Medical Center's insistence that they no longer have the option of whether they will float when working extra shifts. We continue to let the Medical Center know that there is strong opposition to their proposal.

The Medical Center returned the following proposal at 2:45 p.m. that includes what they say is *close to where they need to be, and close to a fair and just deal.*

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To read the entire proposal, visit your bargaining unit webpage.

Here are the highlights:

Across the board wages: no change to the prior proposal of 2.5% in 2014 and 1.5% in 2015.

Relief Charge: \$2.20 upon ratification (up 0.10 from \$2.10)

Standby/Call: \$4.55 in 2015 (up 0.10 from \$4.45)

Spousal Surcharge, effective on ratification. The Medical Center has held firm on this proposal.

Health Insurance for 2015:

Out of pocket maximum, net deductible and percentage premium would be the same as 2014.

What about retro pay?

At this meeting the Medical Center began the day by implying that your team was not interesting in reaching a deal, and after multiple requests for additional dates in March, reluctantly provided dates and only after heated dialogue. (We only had two days remaining on the calendar, February 25 and 27). Those dates are March 3 and 5.

We were cautioned that while retro pay is on the table for now, should the negotiations continue past the March dates, the Medical Center may change its offer.

Areas we are nearly in

agreement: We are pleased to report that we have been able to wrap up some of the non-economic issues and we are close to a final agreement on improvements to the reduction in force process, improved attention to the issue of breaks and increased staff nurse participation, and continue to discuss scheduling of mandatory standby.

What can you do, what is next? It's as easy as 1, 2, 3:

1. **Our next Negotiation Session is February 25 in the Cancer Center (East Pavilion) Suite 161.**

Please come to an open meeting from 6:15 – 8:00 a.m. and 1:00 – 2:00 p.m. to meet your negotiating team, ask questions and find out what you can do to help us reach an agreement. Things we will be discussing are visible activities such as informational picketing and other options to gain the public's awareness and support.

2. **Continue to wear a sticker to show your support.**
3. **Please send us your comments about negotiations and what you believe is important at APRNemail@gmail.com**

