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ONA / Providence  
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Center (PSVMC)

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## Bargaining Update #13

### Medical Center holds firm on last offer – 2.5% in 2014 and 1.5% in 2015

We opened the 18th day with a proposal from the Medical Center. This proposal was unchanged from its prior offer of 2.5% and 1.5% or other economic provisions. While we discussed various language changes and exchanged proposals to move toward resolution, we were frustrated by this lack of movement regarding economics.

**They told us they are “where we need to be” on wages (2.5 % in 2014 and 1.5% in 2015 and including a \$150 monthly spousal surcharge. They said that with these raises, St. Vincent nurses will be ahead of OHSU and Kaiser, and that nobody out there is giving a 2.5% increase in 2014, except PPMC and Providence.**

We were told that the Medical Center believes they have met us in the middle on many things that are not economic, such as staffing, breaks, severance, etc.

Although this was not the expected response to our last economic proposal, we chose to use the remainder of the day to evaluate this position, review the Medical Center’s proposals on breaks and reduction in force, and we created a complete counterproposal which we presented at 4:00. We continue to demonstrate our willingness to reach a fair

deal by continuing to move toward the middle which we hope the Medical Center will reciprocate in their proposal we are expecting Monday morning.

*To read both package proposals, visit your bargaining unit webpage Negotiation Resource Center at [www.oregonrn.org](http://www.oregonrn.org).*

***“This is a lot that the nurses and ONA are asking for and we’re only asking for a little in return.”***

### How Do We Discuss Economics in Bargaining?

### How Do we Define “Fair and Just?”

We have been told repeatedly that the Medical Center is looking for a deal that is “fair and just.”

When we reconvened late in the day, we explored the basis for their across the board proposal of 1.5% and asked what upon what criteria it is based. We queried if it is based on market comparators,

### *Negotiation Update* (continued from page 1)

the need for nurse recruitment and retention, the Medical Center's profitability, rewarding the continuing excellence in St. Vincent nurses **given the recent magnet re-designation**, the goal of retention, or possibly a comparison to hospital executive pay raises?

We heard a broad response that appeared to encompass multiple factors including the uncertainty of the economy, the Affordable Care Act and market comparators. We did not hear that recruitment and retention were areas or concerns, neither was

keeping nurse wage increases competitive with executive raises, although nurse wages *were compared to other non-union staff*.

We explained that many nurses have contacted us to voice their frustration over the such low proposed increases, particularly given the recently inked 15- year contract for a newly titled sports park, the exciting news of the fourth Magnet re-designation, continuing changes in workload and staffing for St. Vincent health care workers, and a loss of faith in the mission of justice and accountability

**The Medical Center has now officially conditioned retroactive pay for 2014 upon ratification in March 2014, and we are being pushed to make a deal quickly.**

at all levels of the organization following the discovery of widespread timecard overrides to remove nurses' overtime hours worked.

They told us "we hear you, you have been heard."

**What is next?** Our next meetings are **March 3 and March 5, 2014**. We do not have any scheduled dates after that time, but if we do not reach agreement we will continue to work toward a solution which could require other concerted activities. If you have questions, please contact your negotiating team at [APRNemail@gmail.com](mailto:APRNemail@gmail.com)

**Don't forget you must be a member to vote on the contract. To join**, contact ONA Membership at 503.293.0011 or visit our website.

## Health Care for ALL Announces Rally at Providence Park

### ***Come to a Rally to Support Affordable Healthcare for All at Providence Park on Saturday, March 8, 2014***

#### **Rally Against Providence Park Renaming!**

First Moda bought the naming rights to Portland's Rose Garden Arena for \$40 million. Now Providence Health and Services is re-naming Jeld-Wen Field, the Portland Timbers stadium, for an amount which they refuse to disclose. While the terms of the Providence Park agreement remain confidential, estimates suggest this deal alone could be in excess of \$10 million. This is how they use our health care dollars?

At a time when Providence is calling its employees to assist in cutting \$250 million from its operating expenses and at the same time giving executives pay raises much higher than their nurses and other caregivers, it appears that Providence is following Moda down the low road by spending millions of those dollars on advertising at a sports complex instead of health care.

They're spending millions on advertising while they look to cut costs at the bedside! They're spending millions while

nurses are working for fair contracts and appropriate nurse staffing levels to ensure they can provide the highest quality health care to their patients!

It appears to many that Providence cares more about market share than health care.

Come rally with Health Care for ALL Oregon to denounce this misuse of our health care dollars! Meet on March 8, 5:30 p.m., corner of SW 18th and Morrison Street, in front of the Timbers' Stadium.

ONA encourages all RNs, whether you work at a Providence facility or not, to join the Rally Against Health Care Dollars Spent for Renaming to stand up for quality health care! It should be patients over profits!

**You can find more information about ONA's position statement on the Providence Park renaming on the ONA website here:** <http://www.oregonrn.org/displaycommon.cfm?an=1&subarticlenbr=754>

**And you can find more information about the rally on the Health Care for ALL Oregon website here:** <http://hcao.org/calendar>