We held our first bargaining session on Monday, Nov. 26. Our ONA bargaining team made 17 proposals. We received no opening proposals from Providence Home Health and Hospice, however we were able to make a tentative agreement (TA) on one article - Equality of Employment Opportunity. Many of our proposals were improvements on wording and we also had several economic proposals. In addition, we proposed a letter of agreement (LOA) on productivity.

There are several proposals that are significant and a summary of those is included in this newsletter. If you would like to see a copy of all of the proposals and actual wording changes, please click here. Our opening proposals that we submitted to administration are posted on your BU webpage, click here.

Your ONA Bargaining Team:
Elayne Dragomir, Hospice Access
Michael Port, Hospice Access
Linda Sheffield, Hospital Liaison
Carly Deweese, Palliative
Pam Bacon, Home Health
Helen Anderson, Home Health

PHH&H Management Team:
Dan Mueller, Labor Attorney
Rochelle Rodriguez, Human Resources Business Partner
Shaune Mattson, Director of Home Services
Susan Murtha, Director of Home Health
Jane Brandes, Director of Hospice

Regrettably, Trish Heilman from Hospice is out on leave and is unable to join us at the bargaining table.

Here are the highlights. They are listed in the order they appear in the contract, not the order of importance.

Summary of highlights in our opening proposals:

**Article 1- Recognition and Membership**
- Changing “intermittently employed” to per diem (throughout the contract). This is to be consistent with other Providence contracts.
- Removing evening, night, holiday and/or standby shifts from the per diem requirement. Clarifying that two of the four shifts that a nurse needs to be available for in a 28 day period need to be weekend shifts.
- Clearer language around per diems not being required to work more than one holiday per year.

**Article 2- Equality of Employment Opportunity**
- Adding that gender and marital status cannot be discriminated against - We got our first TA on this article!

**Article 3- Paid Time Off (PTO)**
- Adding Martin Luther King Jr. Day as a recognized holiday.
- Adding that the schedule of holiday assignments for the following year will be posted by August 1.

**Article 5- Hours of Work**
- Adding that meal and rest periods will not count against a nurse’s productivity.
- Adding that any individual scheduling agreement needs to be (continued on page 2)
Bargaining Update  

(Continued from page 1)

vetted with a union officer or labor representative.

- Clarifying that nurses who work three 12-hour shifts or four nine hour shifts in a week will receive overtime above 36 hours.

- Clarifying that all work needs to be done on the clock; reading and responding to emails, technical troubleshooting and logging into your computer.

- Variable shifts: changing the variance from six hours to two hours. Variable shifts cannot be changed without at least 24 hours notice and the nurse’s expressed consent.

- Adding a new section on variable assignments: defined as a nursing assignment that can include at least two of the following: triage, field or referrals in the course of a scheduling period.

- Proposing no involuntary reduction of hours.

- Caseload: changing “may” to will regarding adjusting caseloads for nurse’s working outside their regular territory and adding patient acuity to this section.

- Adding that the PNCC will work collaboratively with administration on developing an acuity tool,

**Article 6 - Employment Status**

- Work Plans - Adding, “The work plan will be based upon objective measures that are within the nurse’s control and will have time for performance improvement and training opportunities/ classes if applicable.” Adding that nurses can have union representation in any meeting that could lead to a work plan.

**Article 7 - Leaves of Absence**

- Adding that extended illness time (EIT) be used prior to PTO for Family Medical Leave (FMLA) and Oregon Family Leave (OFLA).

- Removing “because of a leave of 30 days or less” regarding a nurse’s anniversary date for purposes of wage increases.

- Adding “up to two weeks unpaid” for bereavement leave (state law) for every nurse.

- Changing the 60 day rule to 90 days, in regards to being reinstated to your former job.

**Article 8 - Health and Welfare**

- Adding prophylactic treatments, exposure specific testing as defined by the CDC and medications required due to exposure be covered by the employer when exposed to communicable diseases at work.

- Adding a Medicare bridge proposal, participation in Choose Well is voluntary and incentive dollars are automatic.

**Article 9- Pensions**

- Unfreezing the Core Plan.

- Upon ratification the employer paid matching fund contributions will increase by 3 percent.

**Article 13- Professional Development**

- Increasing the paid educational leave to 16 hours per year.

- Adding language about staffing an additional nurse so that nurses can complete mandatory education.

**Article 14- Professional Nursing Care Committee (PNCC)**

- Adding “monthly, if needed” for frequency of committee meetings.

- Changing the maximum hours paid for all committee members per year from 144 to 216.

- Clarifying that a unsafe staffing form (SRDF) does not need to be mutually agreeable between the parties and that a copy of the filled out form must be submitted to the supervisor/manager.

- Adding that exit interview forms will be provided to the PNCC.

**Article 19- Duration and Termination**

- Proposing a three year contract that expires on Dec. 31, 2021.

**Article 21- Task Force**

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Bargaining Update  (Continued from page 2)

- Removing “nursing practice” and adding “contract matters” for scope of issues to resolve.
- Adding that travel time will be compensated for task force members.
- Adding that executive members of ONA would have the right to know what was discussed in task force meetings.

Appendix A - Wages

- Adding a 5 percent wage increase each year for the next three years.
- Increasing the bonuses for 30-year nurses to $2500 for full time and $1900 for part time.
- Increasing the charge nurse differential to $4.00 per hour
- Increasing the evening shift differential to $3.50 per hour and the night shift differential to $6.25 per hour.
- Increasing the per diem differential to $6.00 per hour (in lieu of benefits). If the per diem has been in the unit for 30 years or more, $7.25 per hour.
- Increasing the standby/ on call rate to $6.00 per hour.
- Increasing the normal weekend differential to $2.50 per hour.
- Increasing the preceptor differential to $3.00 per hour.

Appendix B- Certification and Clinical Ladder

- Adding Wound certification.
- Increasing the Clinical Ladder hourly rates to $3.00 for Level II, $5.00 for Level III and $6.00 for Level IV.
- Adding Level II to be eligible for the $250 expense reimbursement.

Memorandum of Understanding - Medical Insurance Benefits

- Adding that PHHH will not make any significant or material changes to the amount of the automatic health incentive with voluntary programs.

New Memorandum of Understanding- Exclusive Provider Organization (EPO) network

- Adding an HMO like option for health insurance.

New Letter of Agreement - Productivity

- Adding travel time/mileage, computer issues, meetings, acuity, communication, education, preceptorship and case management as issues that need to be considered when assessing productivity.

If you have any questions about the proposals, please ask any of your officers or your ONA labor relations representative.

Our next bargaining session is scheduled for Wednesday, Dec 19. It will be at the Halsey location. If you are interested in coming to observe, please let one of us know.

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

This is a great opportunity to meet your legislators and advocate for priority legislation and key nursing issues.

Tuesday, Feb. 5, 2019
Salem, OR

Register today at:  www.OregonRN.org
ONA BARGAINING UNIT LEADERSHIP CONFERENCE

April 10-11, 2019, Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton and Executive Towers in downtown Portland.

♦ Use concerted actions to solve problems
♦ Build strength with issue-based organizing
♦ Identify and develop new nurse leaders

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Who Should Attend
Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration
Registration is free for members and student affiliates. Safe your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon