We started our second bargaining session by introducing our new bargaining team member, Lori Curtis, from Hospice West. She is an official alternate and will be replacing Trish Heilman on the bargaining team. It's exciting that for the first time we have all seven seats of our bargaining team filled! This follows our bylaws. In addition, we had our first observer come and witness how negotiations work. All bargaining sessions are open, so let us know if you are interested in observing!

Our Next Bargaining Sessions:
Location(s) To Be Determined
Friday, Jan. 11, 2019
Wednesday, Jan. 23, 2019
Tuesday, Jan. 29, 2019
Thursday, Feb. 14, 2019
Wednesday, March 6, 2019

Bargaining Update #2

ONA/PHHH Executive Committee

Chair:
Elayne Dragomir, RN
Hospice Access

Vice Chair:
VACANT

Secretary:
Linda Sheffield, RN
Hospital Liaison

Treasurer:
Michael Port, RN
Hospice Access

Membership Chair:
Carly DeWeese, RN
Palliative West

PNCC Chair:
Carol Fowler, RN
Home Health West

Grievance Chair:
Maureen Cooper-Gaine, RN
Home Health East

ONA Labor Relations Representative
Jocelyn Pitman
503-293-0011 ext. 1320
Pitman@OregonRN.org

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
- Lori Curtis, Hospice

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

Left to right: Jocelyn Pitman, Helen Anderson, Lori Curtis, Linda Sheffield, Michael Port, Carly DeWeese, Elayne Dragomir, Pam Bacon.
Management countered seven of our proposals on Dec. 19. On some of them, we aren’t too far apart, however most of the things they accepted are language clarification/semantics. There is some strengthening of the language that is in our favor. The articles they countered are:

**Article 1** – Recognition and Membership
**Article 6** – Employment Status
**Article 9** – Pensions
**Article 13** – Professional Development
**Article 14** – Professional Nursing Care Committee
**Article 19** – Duration and Termination
**Article 21** – Task Force

In **Article 1**, they accepted our proposal of “intermittently employed” becoming “per diem”. They also accepted removing evening, night and standby as being a requirement of the four shifts in a monthly schedule period. A per diem nurse still will not be required to work more than one holiday in a year. They did not accept our proposal to make MLK Jr. Day a holiday.

In **Article 6**, they accepted some of our language on “Individual Work Plans”. They did not accept allowing union representation at a meeting that could lead to a work plan, even though there have been a few allowances of this recently. We had a candid discussion about whether work plans are truly not disciplinary. They aren’t based upon existing contract language and management says, they are not disciplinary but nurses feel otherwise, based upon what the work plan agreement says. There was agreement from Shaune Mattson that we should do a work plan refresh. They accepted our proposal of proper cause being changed to just cause for discipline-related issues. The more commonly used term in the labor law community is just cause, and there are legal arguments to back that up.

In **Article 9**, they are proposing the existing contract language. They did not accept our proposals of:
- Unfreezing the Core Plan.
- Upon ratification the employer paid matching fund contributions will increase by 3 percent.

We will need more engagement and activism from our membership if we want to see any movement on this issue (as well as most of our other issues)

In **Article 13**, we had proposed that nurses should have 16 hours of education leave instead of 8. This is separate from the additional 8 hours of leave that clinical ladder nurses receive. They did not accept this proposal. We pointed out that all the other Providence contracts in the metropolitan area have at least 16 hours for nurses not on clinical ladder/certified (Milwaukie has unique language, but it still should end up being 16 for them as well). They said they would get back to us on this.

In **Article 14**, we had proposed more hours for the Professional Nursing Care Committee (PNCC). This group of nurse leaders have been committed to the cause and have met several times over the last year. We have worked on and discussed productivity, clinical ladder, staffing, work environment and practice issues.

We are currently working on an acuity tool for reasonable productivity standards. We also need to work on productivity as it relates to each sub department (e.g. palliative, mental health) because each concentration has unique needs. We spoke about how the new “Red Rule” policy needs to be modified for home health and hospice, as it was written with a hospital setting in mind. Shaune proposed the idea of having a shared governance model instead of the PNCC. A shared governance model has a nurse co-chair and a management co-chair. We will have to discuss this offline and carefully weigh the pros and cons of this labor management committee model.

Administration did not accept our proposal that the staffing forms (for being understaffed or not safely staffed) can be created by ONA nurses (without administration’s approval) and they did not agree to provide us exit interview forms. It is common for health care unions to create their own staffing forms. On exit interviews, Providence is going to a more generalized structure that creates anonymity in the exit interview process. They said they would provide us more information on this.

In **Article 19**, administration proposed a 4-year contract. We had proposed a three year. Our acceptance of this
will largely depend on where we end up on economics. In Article 21, administration countered our proposal of the Task Force on “contract matters” with “operations” instead. They did not accept our proposal of travel time being compensated for Task Force members. They did accept that we have 10 days to get the minutes out to the committee members.

We did tentatively agree to not open 8 articles:

- Article 10 – Association Business (when and how representatives can enter the facilities, providing information, ONA conferences)
- Article 11 – No Strike (no strikes or lockouts during the term of the agreement)
- Article 12 – Grievance Procedure
- Article 15 – Seniority (includes job and shift bidding language)
- Article 16 – Reduction In Force (also known as lay off procedure)
- Article 17 – Separability (If one part of the contract is deemed unlawful, the rest of it is still in effect)
- Article 18 – Successors (If another company purchases the unit, the contract is still in effect)
- Article 20 – Nursing Care Delivery (The parties recognize the legal and ethical obligations of the nurse/patient relationship; the Oregon Nurse Practice Act will be followed)

Please take a moment to thank your bargaining team members for their commitment to strengthening our contract, improving our economic well being and fighting for fairness, equity and safety.

Please contact any one of us if you have any questions.

Have a safe and happy holiday season!

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.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Receive continuing nursing education contact hours

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

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