Your Oregon Nurses Association (ONA) bargaining team met with Providence Home Health and Hospice (PHH&H) administration on Jan. 23 and Jan. 29 for our fourth and fifth bargaining sessions. We had frank conversations with management on how their extended illness time (EIT) takeaway would impact us. For example, currently we can use EIT to care for a family member when they are ill. That would not be possible with their proposed short-term disability (STD) plan. We would have to use paid time off (PTO) exclusively for caring for a family member.

In addition, we currently must wait three consecutive work shifts (or 24 consecutive hours) to access EIT for our own illness. Under the new plan, we would have to wait seven (7) calendar days. That means we would be using much more PTO before accessing their proposed STD plan, which only pays 65 percent of wages (before taxes). EIT pays 100 percent of wages (before taxes). The current STD plans that you can purchase are not taxed.

Member Rachel Bieber, RN, MPH, CHPN in Hospice Access stated:

“I have worked for Providence Hospice for almost 10 years and have gratefully been able to use my EIT benefit for three life events: a personal surgery, the death of my mother-in-law, and the death of my mother.

Most EIT days utilized were for seven days or less at a time which means I would not have qualified for the newly proposed STD program. I was paid at 100 percent of my salary with my EIT benefit, as opposed to the 65 percent that the STD program would offer. The STD program is not a “replacement” of EIT, it is an entirely different benefit that many of us will never use…and to make things worse, many of us will lose almost a week of PTO as well under the new proposal. Losing EIT would unequivocally be an enormous loss to most employees.”

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
It’s time to demonstrate our support and resolve for the EIT takeaway. We will be wearing a new sticker on Monday, Feb. 11 in support of PPMC bargaining and to show solidarity with them. Email a photo of nurses in front of your facility (with the facility name) wearing stickers to pitman@oregonrn.org.

EIT Survey

Have you taken the EIT survey? If not, please take it here. It takes just a few minutes and your voice is important, so we know how to counter their proposal!

www.surveymonkey.com/r/PHHH-EIT_Svy

Productivity Standards

We had conversations about productivity and how nurses have been placed on work plans for circumstances that are beyond the nurse’s control. We made agreements to have Home Health and Hospice divide up in smaller groups to work on a productivity tool for each department. Those tools will then be sent to the Professional Nurse Care Committee (PNCC) for review and implementation. This work is already in process. We have also filed grievances for nurses whom have been erroneously put on work plans. If you have been asked to sign something that could be a work plan, please make sure you ask your supervisor what you are signing. If you have been put on a work plan for productivity, please let us know right away!

Westside Nurses: Carly Deweese, Pam Bacon, Ricardo Ojeda and M.J. Grzelak wear “Time to Care” stickers to show solidarity for reasonable productivity standards!

ONA Proposed Changes

Here are the highlighted changes of what we, ONA, have proposed:

**Article 14: PNCC**

♦ Removing language related to when the Task Force meets
♦ Regarding short staffing forms, we removed the term “mutually agreeable” and gave them a copy of the form we’d like to use. We haven’t agreed on a form yet.
♦ Exit interview data will be provided to the PNCC

**Letter of Agreement: Shared Governance**

♦ We proposed language about launching a pilot program for shared governance throughout our unit. It would be developed in the PNCC. We would use the “Shared Governance By Laws of Providence Health Services Oregon Region (PHSOR): Minimal Specifications” as a guideline. A democratic process will be used in developing the infrastructure. It would be a 6-month pilot.

*(continued on page 3)*
Article 21: Task Force

♦ The purpose of Task Force would be to resolve contract matters and operational issues.
♦ The meeting locations will alternate between business units.
♦ The minutes would be deemed confidential to Task Force members and the bargaining unit executive members of ONA.

Here are the highlighted changes of what management proposed:

Article 5: Hours of Work

♦ They added a (RESERVE-DISCUSS WITH PRODUCTIVITY) note to the overtime section
♦ They largely accepted our re-write of overtime hours after 36 scheduled hours.
♦ “All time spent performing work is to be done on paid time” was added.
♦ They largely accepted our language regarding changing of variable shift start times.
♦ They did not accept our added section of “Variable Assignments”.
♦ They did not accept our proposal of no mandatory low census.

Article 6: Employment Status

♦ Under Individual Work Plans, they added: “The work plan will be based on objective measures when available and will include sufficient time for improvement and may include training opportunities/classes as agreed upon by leadership and the nurse”. (Our core asks are: objective measures that are within the nurse’s control and we would like union representation permitted at a meeting that could lead to a work plan).

Article 7: Leaves of Absence

♦ Under Family Medical Leave and Oregon Family Leave: they took out the ability to use EIT prior to PTO and amended it to: “use accrued EIT, after exhausting PTO: This is in conflict with their proposal in Article 4.
♦ Added that armed services leave would be granted in accordance to their policy.
♦ They accepted our removal “being on a leave of 30 days or less” in relation to wage increases and vacation accrual rates.
♦ Jury Duty: will be granted time off in accordance with their policy.

Article 14: PNCC

♦ They removed language related to the 3 hours of paid time per month, or 144 hours per year for all committee members. (Keeping the 2 hours paid per month for each committee member for 2 months per quarter.)
♦ Added that we will agree upon a short staffing form. Forms will be submitted to the supervisor/manager and the association.

Letter of Agreement (LOA): Productivity

♦ They countered our LOA on productivity with a general statement that criteria would be developed in PNCC.
♦ We made it clear that we want specific productivity language in the contract. We had a robust discussion on what this would look like. More to come on this.

We Want to Hear From You!

We are having a bargaining unit meeting on

Wednesday, Feb. 20
Oregon Nurses Association
18765 SW Boones Ferry Road, Suite 200
Tualatin, OR 97062
4 p.m. – 8 p.m.

Come after your shift and stay as long as you can. All nurses in the unit are welcome, regardless of membership. We will provide a light dinner.
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. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon