We had our eighth bargaining session on May 6. This session was mediated by the Federal Mediation and Conciliation Service (FMCS). Your ONA bargaining team had not met with Providence Home Health and Hospice management in nearly two months due to scheduling issues.

However, since Portland Providence Medical Center (PPMC) and Providence Willamette Falls (PWF) reached tentative agreements on April 18 and May 3, we now have a good indication of what we will be settling with on paid time off (PTO), extended illness time (EIT), wages and other items.

Both parties submitted comprehensive proposals, which are considered “what if” packages to address issues that have not been settled on yet. Through the proposal process, we explored ideas about:

♦ The wages PPMC recently negotiated (Click Here for PPMC TA Newsletter – or go to www.OregonNR.org/81).

♦ The PTO, EIT and short-term disability (STD) program that PPMC recently negotiated.

♦ Updated health insurance information that is consistent with our current benefits. This would include the exclusive provider organization (EPO) option.

♦ Reasonable productivity standards.

♦ Language improvements to the contract.

♦ Maintenance of current language that is beneficial.

One new item that management is interested in having in the contract is electronic visit verification (EVV), which is a process to verify home visits. Management has deemed that using global positioning system (GPS) through your cell phone is an appropriate way to monitor the home visit process. We would like a solution that fulfills the requirement, without infringing on your entire work day. We need to hear from

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you about this issue! Please email pitman@oregonrn.org if you have concerns.

Around 3 p.m. on May 6, we learned that management did not have the detailed information available on PTO and EIT for the bargaining team to review. In addition, PPMC is in the middle of their ratification vote. We decided that we couldn’t proceed without that information. Our next bargaining dates are June 11 and June 18, with June 11 possibly being an extended day.

Your bargaining team is determined to settling a fair contract that includes reasonable productivity standards, strong wages and equity to what PPMC negotiated for PTO and EIT.

Federal Mediation and Conciliation Service

FMCS: Mission-Driven to Build Partnerships, Resolve Conflict and Promote Successful Bargaining

The Federal Mediation and Conciliation Service, created in 1947, is an independent agency whose mission is to preserve and promote labor-management peace and cooperation. Headquartered in Washington, DC, with ten regional offices and more than 60 field offices, the agency provides mediation and conflict resolution services to industry, government agencies and communities.

Mission & Values

The Agency helps build better relationships through joint problem-solving and constructive responses to inevitable conflict. In turn, this improves the ability of organizations to create value for customers, shareholders and employees alike, and substantially benefits the national economy.

The Agency concentrates its efforts on assisting employers and employees in coping with the demands of a rapidly changing workplace.

Mission Statement:

FMCS’ mission statement reflects the statutory intent of the Agency. Our mission is to:

- Promote the development of sound and stable labor management relationships;
- Prevent or minimize work stoppages by assisting labor and management to settle their disputes through mediation;
- Advocate collective bargaining, mediation and voluntary arbitration as the preferred processes for settling issues between employers and representatives of employees;
- Develop and advocate the art, science and practice of conflict resolution through the use of ADR;
- Assist parties in conflict through the provision of conflict resolution services; and
- Foster the establishment and maintenance of constructive joint processes to improve labor-management relationships, employment security and organizational effectiveness.

For more information about FMCS visit www.fmcs.gov

Please show your solidarity and wear your "Time to Care" button until bargaining is complete!

ONA bargaining team in solidarity! L to R: Jocelyn Pitman, Lori Curtis, Pam Bacon, Helen Anderson, Linda Sheffield, Michael Port, Carly Deweese