

Providence Milwaukie Hospital (PMH)

BARGAINING UPDATE #3



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Nurses Continue to Negotiate Provisions to Better Contract

The Hospital met with our negotiating team Tuesday, May 9 for a second bargaining session. The Hospital responded with rejections to a number of our proposals. Our negotiating team is disappointed with the hospital's lack of effort to address our nurses' primary concerns, many of them stemming from patient safety and the dangerous way our nurses have been overworked. The chart below is a summary of the more major proposals and the hospital's responses.

PMH is proposing to eliminate the appendix which sets forth the terms and conditions of the health insurance

plan. Our negotiating team vigorously contested this proposal because it takes away the predictability of the health benefits for our nurses. Additionally, PMH is proposing to require our nurses to actually clock out before they are eligible for call-back pay, which our team is contesting since that is not the only circumstance in which a nurse should be eligible for call-back pay.

For a more detailed look at all of the proposals made by our team, see the [Proposal Tracking Form](#) on our [ONA/PMH webpage](#).

ONA PROPOSAL	PMH RESPONSE
"Appropriate relief" for breaks, which means the replacement is not assigned more than the allowable number of patients under the staffing plan	Rejected
Penalty of double time for 15 minutes where PMH fails to provide appropriate relief	Rejected
Overtime for all hours in excess of FTE	Rejected
Double time when a nurse works more than 14 hours (for all hours above 12 hours)	Rejected
Wage increase by 4% each year	Wage increase by 1% each year

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ONA PROPOSAL <i>Continued from page 1)</i>	PMH RESPONSE
Five additional steps in the wage scale	Rejected
Increase on-call, charge nurse, preceptor, and night differentials	Rejected
Payroll must validate and provide reasoning for payroll errors	Rejected
Increase certification differential to \$2.40	Increase to \$2.30
Establish differential for second certification and for weekends	Rejected
Increase call-back premium and holiday premium from 1.5 to double	Rejected
Increase holiday standby	Rejected
Increase education funds to \$300 per nurse	Increase total fund to \$20,000
Decrease the PTO and EIB length of service requirement from 6 months to 3 months	Agreed
Decrease probationary period from 6 months to 3 months	Rejected
Allow PTO donations to Bargaining Committee	Rejected
Create fair share dues payment option	Rejected

Your PNNC Working For You

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