

Aug. 9, 2017

# Providence Milwaukie Hospital (PMH)

## BARGAINING UPDATE #7



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**Upcoming Negotiation Dates:**

Sep. 11 & 26, location TBD

### Negotiating Committee Members

- **Julie Davison**  
Surgical Services
- **Marie Teela**  
ED
- **Donna Abbott**  
Med/Surg & ASU
- **Tracey Parris**  
Senior Psych
- **Renee White**  
PACU
- **Laurie Nilsson**  
Med/Surg
- **Katie Nelson**  
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### Labor Relations Representative:

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### Interim ONA Negotiating Attorney:

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### Oregon Nurses Association

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## Negotiations Continue

On Tuesday, Aug. 8 we met with Providence Milwaukie Hospital (PMH) management for negotiations. In this session we made progress by accepting proposals that:

- Improve the use of EIT and PTO after three months, instead of six months
- Improve our certifications, including a new section for the Senior Psych Unit
- Improve our PNCC

Also with us for this session was Jordan Ferris, RN, BSN, who works for ONA and is an expert regarding practice issues and the Oregon Hospital Nurse Staffing Law. Jordan spoke specifically to the issue of acuity and the requirement for its use in staffing. Additionally, Jordan is familiar with break issues and the ineffectiveness of the "buddy system." This information greatly helped inform our conversation and our continued request to have this issue addressed in our contract. We were disappointed that management continues to be resistant to discussing acuity and addressing missed breaks.

We also withdrew a few proposals in order to move forward. With a heavy heart we removed our proposal to decrease the time new nurses spend in the introductory period. Originally we proposed to lower the introductory period to 90 days, management countered with a proposal to increase our current 180 period to include an



SPU nurses in action! Maria Schindler, Tracey Parris, and Michelle Szydowski. Not pictured are Grace Wick and Sue Claybaugh, who also joined us.

additional 30 days (or 60 for new grads). Yesterday both sides agreed to stay at our current 180.

Lastly, this session we also submitted a proposal that reduced many of our opening economic proposals, all in order to highlight the importance of gaining a weekend differential benefit. We know shifts go uncovered because nurses don't receive this benefit that has become standard at many other hospitals and truly want to settle a contract that includes this.

### Answers for New Hires!

When we vote on our contract new nurses will be able to use PTO after three months, instead of six. We currently don't have double time or double backs - but will remember these issues in our next contract negotiations.

# Register for ONA BU Leadership Conference

## Sept. 19-20, 2017 ♦ Portland, OR

Upgrade your nurse leadership skills at ONA's Bargaining Unit Leadership Conference Sept. 19-20 at the Portland Hilton and Executive Towers in downtown Portland.

- Solve local issues through concerted actions
- Build strength through issue-based organizing
- Identify and develop nurse leaders



Join ONA nurses and staff from across Oregon to discover new ways to engage your coworkers, build nurse strength and create a community of committed advocates who can lead changes in your facility.

### Agenda and Topics

This year, participants will choose one of two educational tracks to attend with sessions designed to develop and hone skills related to that topic. The tracks are:

- Building Power Through Workplace Action
- Building Power Through Bargaining



### Continuing Education

Attendees will be able to earn continuing nursing education contact hours at the conference. Information about which courses and sessions qualify for CE and the number of CE hours offered will be posted before the start of the conference.

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



### Registration

**This leadership event is FREE for ONA members.** Due to the nature of the schedule, members must attend both days of the event.

Conference registration deadline is Friday, Sept. 8. To register, visit the ONA website:

# www.OregonRN.org