

Jan. 3, 2019

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Tracy Parris (SPU)

**Vice-Chair:**

Donna Abbot (Med/Surg and ASU)

**Secretary/Treasurer:**

Katie Nelson (PACU)

**Grievance Chair:**

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**Membership Chair:**

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**PMH Unit Representatives**

Tracey Parris (SPU)

Donna Abbot (Med/Surg and ASU)

Renee White (PACU)

Katie Nelson (PACU)

Marie Teela (ED)

**PMH Bargaining Team**

Catherine Nelson (PACU)

Rhonda White (PACU)

Tracey Parris (Senior Psych.)

Donna Abbot (SSU)

Marie Teela (ED)

Andrew "AJ" Morrissey (Med/Surg)

Kaitlyn Piantoni (OR)

**ONA Labor Relations  
Representative**

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## Get Ready for Bargaining in the Spring

Our contract with Providence Milwaukie Hospital is up for renewal/renegotiation this spring. The current contract expires on May 31, and we start bargaining approximately 90 days before the contract expires.

Our ONA bargaining team consists of the following nurses here at the hospital: Catherine Nelson and Rhonda White from PACU, Tracey Parris from the Senior Psychiatric Unit, Donna Abbot from Short Stay, Marie Teela from the Emergency Unit, Kaitlyn Piantoni from Surgical Services Unit and Andrew "AJ" Morrissey from Medical Surgical Unit.

We are not sure who will be joining us from PMH administration, but there will likely be nurse managers, our new human resources business partner Theresa Osburne, Providence legal council Dan Mueller, and Lisa Halversen our current chief nurse executive.

We would like to have representation from the Intensive Care Unit join us on the bargaining team. We know that

everyone wants a raise and cares about the health insurance benefits, but sometimes there are issues particular to a specific unit or area of nursing, so it is nice to have a representative from that unit to guide the team and our ONA staff as to what we should propose or agree to if management makes a proposal.

If you are interested in being on the bargaining team for the Intensive Care Unit, contact either Tracey Parris (our bargaining unit president) at [tjphrn@gmail.com](mailto:tjphrn@gmail.com) or Elizabeth Gemeroy, an ONA organizer, at (503) 544-3223 and let us know.

Please know that you must be an ONA member to be on the bargaining team and bargaining is done on your own time and is not paid time. In addition to meeting in the actual bargaining sessions with the PMH administration team, there will be other meetings that occur to help prepare and plan for bargaining that are also done on your own time/unpaid.

## Providence Keeps Another Union out at Providence Portland Medical Center

You may not have heard, but there was a union election held over two days at Providence Portland Medical Center (PPMC) with Service Employees International Union (SEIU) Local 49 for the non-nursing care givers and staff – just before Christmas. True to form, Providence ran an intense anti-union campaign to try to convince workers that they did not need a union and unfortunately, for the moment, they were successful.

The vote count on Dec. 18 was:

- 374 for the Union
- 376 for no Union

SEIU Local 49 lost by only two votes!

That said, because of the way PPMC conducted its "no campaign," there are 44 challenged ballots that will hopefully get counted once it is resolved as to whether or not their votes can be counted. Resolving that is done through

## Providence Keeps Another Union out at Providence Portland Medical Center

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a process with the National Labor Relations Board, a federal agency that oversees union collective bargaining and union election laws. SEIU is hopeful that there is a path to a union and a victory within those 44 challenged ballots.

SEIU is also having the National Labor Relations investigate several pieces of Providence's anti-union

campaign that they think are likely Unfair Labor Practices (also known as ULPs). Their attempt to win a union and change the outcome will continue to unfold over the next few weeks. We will keep you informed as things progress. It would really help our efforts within Providence if everyone had a union not just the nurses.

## What Is Going on With Bargaining at Providence Portland Medical Center?

### ***Management proposed elimination of extended illness time (EIT) just days after SEIU vote!***

Providence Willamette Falls and Providence Portland Medical Center (PPMC) are in bargaining as of the writing and distribution of this newsletter. We are watching their negotiations closely, as it will give us a glimmer of what to expect when we start in the spring.

Here is an update taken in part from the last ONA PPMC bargaining update:

"Management had cancelled three of our ONA bargaining sessions prior to the SEIU vote that was held on Dec.12-13. Remember when we contemplated why management might have been cancelling our bargaining sessions and moving very slowly at the bargaining table? We speculated that maybe they didn't want to give us a big takeaway proposal that would influence our coworkers to vote "yes" to join a union of their own. Well, we know now that management was ready to present a major takeaway proposal just days after the SEIU vote.

Management brought in a benefits specialist to present a power point overview of their proposal on Dec. 17. That takeaway proposal is to freeze EIT accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020. They are proposing to then replace EIT with a short-term disability benefit that covers 65 percent of wages and a maternity/

paternity leave program. Your bargaining team thinks this is a major takeaway that will negatively impact a lot of people. Management responded that this is a top priority for them to have this implemented.

How could this proposal impact you? Here is one example: If you get the flu and miss six shifts of work, under the current contract you would use PTO for the first 24 hours then access your EIT and get 100 percent of your pay and accrue PTO on those hours. Under the hospital's new proposal in this scenario, where you get the flu and miss six shifts of work, you would have to use your PTO and have a seven day waiting period - or be out sick for seven days - using PTO, then and only then you can access short-term disability at 65 percent of your pay. You would need to burn through your PTO (intended for vacation and low census) and while on short term disability you would not earn or accrue PTO on those hours and contributions to your retirement would not be made.

Providence St. Vincent Medical Center does not have the elimination of the EIT benefit and the freezing of the accruals in their contracts and they have a four-year contract in place that does not expire until Dec. 31 of 2021..."

Needless to say, we have to analyze the proposal carefully and watch what happens at PPMC, as we are likely to have the same proposal presented to us here at PMH.

**SAVE THE DATE**  
**April 10-11, 2019**

### **ONA Bargaining Unit (BU) Leadership Conference**

Learn how to develop and cultivate your voice in your workplace at ONA's BU Leadership Conference at the Portland Hilton in downtown Portland. For more details and to register, go to: [www.OregonRN.org/event/2019BUCon](http://www.OregonRN.org/event/2019BUCon)

## Are You Interested in Being a Contract Action Team Member?

As negotiations are beginning we need nurses, preferably from each unit to be Contract Action Team (CAT) members. The CAT members will be the go-to for contract negotiation updates and progress, dispersing information to their unit, answering questions, and handing out the bargaining update newsletters. It is not

a huge commitment; We will be having CAT meetings every two to three weeks to keep you informed about proposals, tentative agreements and how things are going with bargaining.

If you are interested in being a CAT, please contact Elizabeth Gerneroy at (503) 544-3223.

# Join ONA!

As we get closer to bargaining and negotiations, please consider joining ONA as a member. Only full ONA members in good standing may vote on the contract or participate in the bargaining process.

We want this contract to represent **ALL** nurses at Providence Milwaukie Hospital, and joining us is the first step.

Sign up today by [clicking here](#), or go to:  
[www.OregonRN.org/apply](http://www.OregonRN.org/apply)



# 2019 ONA NURSE LOBBY DAY

## Tuesday, February 5, 2019

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. ONA Nurse Lobby Day is open to all ONA members and student affiliates (Oregon Student Nurses Association members).

**ONA** Oregon Nurses Association  
Voice of Oregon Nurses Since 1904

- **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**



It's vital that we have nurses represented in the discussions and decision about the issues that matter most to us this legislative session.

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

Visit [www.OregonRN.org](http://www.OregonRN.org) for details and registration.