

## Bargaining Begins!



ONA/PMH Bargaining Team!

(L to R) Renee White, Peggie Elia, Tracey Parris, Alexis Keller, Maggie Schein, Marie Teela, Donna Abbot, Katie Nelson.

**Oregon Nurses Association (ONA) nurses and Providence Milwaukie Hospital (PMH) administration held our first bargaining session on May 22, 2019.**

After introductions and ground rules, the union presented management with all our non-economic proposals. We stated that our goals for this round of bargaining were:

1. Work towards creating consistency with other Providence facility contracts.
2. Develop a meal and break coverage plan that utilizes nurses **without** a patient assignment, to ensure that minimum staffing numbers are maintained while nurses take their meals and breaks.
3. Wage increases that keep up with the cost of living.

**Here is a summary of ONA's opening proposals:**

### **Definitions (Article 2):**

**Charge Nurse:** We expanded the definition to include more of the actual duties of a charge nurse. We also proposed that charge nurses on units with more than 6 beds would not take a patient assignment. This would allow them to focus on the overall needs of the unit.

**Resource Nurse:** Clarified position and bidding rights for in unit postings.

**Variable Shift Nurse:** Defines the position to include night, day/evening, rotating. Proposed that rotating between day and night shifts would not happen more than once in a 30-day period.

**Meals and Breaks (Article 5):**  
ONA proposed that each unit have a nurse (without a patient

assignment) who was dedicated to meal and break coverage. The union feels strongly that dedicated break nurses are the best way to stay in compliance with The Oregon Hospital Nurse Staffing Law to ensure patient safety and ensuring that nurses can take meal and rest breaks on a consistent basis.

### **Length of Schedule (Article 6):**

Schedules will be posted four weeks before the schedule begins.

### **MDO Procedure (Article 17):**

Clarification that weekly mandatory days off (MDO) caps apply to full-time equivalent (FTE) nurses.

### **Discipline- Removal of Materials (Article 21):**

ONA proposed that written discipline will be removed from employee's files after two years.

### **Training Positions (Article 22):**

ONA proposed that training positions be made available after three months (current is six months).

### **Union Membership (Article 30):**

ONA proposed that all nurses should be union members or pay "fair share" fees (meaning that nurses who chose not to join the union would pay the cost of representation). This would make PMH consistent with all other Providence facilities in Oregon.

### **Certifications (Appendix A):**

Addition of Certified Hospice and

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Palliative Nurse (CHPN)  
Certification

**Surgical Services****(Appendix B):**

Establishes incentive pay of \$10.00 an hour for taking extra call shifts over the maximum obligation.

**Cross Training MOU:**

Create a cross training program that would allow nurses to be orientated to other units. Would allow for floating when MDO and help with coverage in high volume units.

**Upcoming Bargaining Dates****June 24 , June 27 & July 10**

Time are typically from 9 a.m. to 5 p.m. We have asked that bargaining take place at PMH.

***Alternate location is:***

Providence Community Center  
519 15th St, Oregon City, OR 97045

**Become a Union Member!**

Now that we are actively bargaining, becoming a member matters more than ever!

Being a union member shows that you support higher wages, better benefits, and safer working conditions for nurses at PMH.

Also, only union members can vote on the contract!

Contact a member of the bargaining team for more information or sign up today by [CLICKING HERE](#), or go to: [www.OregonRN.org/apply](http://www.OregonRN.org/apply)

**Be a CAT!**

One of the best ways for nurses to support the bargaining team is to join the Contract Action Team (CAT)!

The CATs will help ensure that nurses are engaged and informed during the bargaining process.

If you are interested in more information, please contact Liz Morris at [Morris@OregonRN.org](mailto:Morris@OregonRN.org)

**ONA Bargaining Team:**

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- ◆ Donna Abbot (Med Surg/ ASU)
- ◆ Katie Nelson (PACU)
- ◆ Renee White (PACU)
- ◆ Alexis Keller (Resource)
- ◆ Peggie Elia (Resource)
- ◆ Maggie Schein (SPU)
- ◆ Marie Teela (ED)
- ◆ Liz Morris (ONA)
- ◆ Tom Doyle (ONA)