

Bargaining Continues!

The day began with management responding to our proposals from May 22, 2019. Soon after, discussions ensued regarding their counter proposals, and more definitions that are currently in our contract. We still have work to do on adding and changing language that will add clarity to the contract and remove ambiguity.

There was good discussion regarding variable shifts. However, one of our concerns centers around nurses being forced to take variable shifts. We are open to further discussion around what a variable shift would look like, most importantly the length and gap between shifts. Management

explained that their intent is to provide new nurses with more options.

We also discussed our Memorandum of Understanding (MOU) that we proposed improving the cross-training program. Management rejected our proposal. We explained that nurses have left the hospital due to the lack of cross-training opportunities.

Unfortunately, management is unwilling to agree to our proposal for break nurses. Since this is one of our top priorities we will continue the push for break nurse positions.

Economic proposals: Your union is asking for a 4 percent increase

for every year during a three (3) year contract. Differentials include increases to certification, evening shift, night shift, charge nurse, preceptor, weekend, etc.

We look forward to hearing back from management in our next bargaining session.

Exciting news: Schedules will now be posted four (4) weeks in advance. We are now at 67 percent union membership at Providence Milwaukie! That is close to a 20 percent increase in the last 5 months. The size of our membership matters! It shows management that nurses at our hospital are united.

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Tentative Agreements

Article 13 Professional Development	Housekeeping – removed language that only applied to January 1, 2017 to May 31, 2018.
Article 17 Staff Reduction	Clarification that weekly mandatory days off (MDO) caps apply to regular (full-time or part-time) nurses.
Article 21 Introductory Period and Discipline	Current language. We proposed adding language that would remove progressive discipline from a nurse's personnel file after 2 years. However, we agreed with management that this language belongs in Article 23 – Personnel Files. More discussion regarding the removal of discipline from personnel files will continue when negotiating Article 23.
Article 26 Task Force D	If the subject of discussion is a grievance or a matter subject to the grievance procedure, and the members of the Task Force do not reach an agreement on that subject, the subject may proceed through the grievance. The fact that the task force did not agree on a matter will not be grievable.
Article 27 Equipment	Agreed to remove Section D.

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Special thanks: Kudos to Evelyn Grant (SPU) and Angie Nixon (PACU) for attending our bargaining session.

Your bargaining team appreciates having nurses present because it shows management that nurses are engaged and care about the outcome. Nurses can observe a bargaining session for as long as they like. You can drop in for 20 minutes – or stay for the entire session. It's up to you. Your support helps us bargain a fair contract.

Upcoming Bargaining Date**July 10**

9 a.m. to 5 p.m.

Willamette Falls Community Center

519 15th St, Oregon City, OR

We encourage nurses to come and support us!**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: 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 Mike Coutley at Coutley@OregonRN.org

**ONA Bargaining Team:**

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