

Negotiation Meeting

On July 24, your negotiations team met with the Hospital's negotiations team at 10 a.m. We proposed the following:

- 3.5 percent wage increase for each of the next three years.
- Full credit for years of experience to nurses new to Providence Milwaukie Hospital (PMH).
- Clarification in Article 41 regarding concerns over using legal citations in the collective bargaining contract that can be changed without an input by the State.
- We also held firm to the proposal for \$5.50 for Stand-By time and a four-hour minimum for any extra.

Printer issues delayed the Hospital responses to previously presented articles until 2:30 p.m.

When the administration finally responded, their proposals included:

Article 2: Per Diem nurses “must submit availability for **four open shifts** per each schedule period”, and one of those must be an evening, night, weekend or holiday. These nurses will also work one holiday per year. *This is a significant change to current policy. We are asking per diem nurses to contact negotiation team members to share their thoughts about this proposal.*

Article 5: Each unit will determine a process for scheduling meal and break periods. (Same as June 27 proposal.)

Article 6: Hospital agrees to post schedules four weeks in advance for variable shift nurses. (Same as June 27 proposal.)

Article 8: Proposal is an increase of \$.05 for the evening shift differential nurses, an increase of \$.05 for night shift differential nurses, an increase of \$0.25 - \$3.00 for the charge nurse differential, and per diem nurses will receive a differential of \$3.75 in lieu of benefits.

Article 23: A discipline that is four years old, could be removed from an employee's file at the discretion of the HR Director and CNO.

Article 42: Hospital proposed that the term of the agreement be extended to four years from the ONA proposal of three years.

A tentative agreement was reached on Articles 23 and 41: personnel files (removal of negative material) and staffing plan language (incorporating State Statute).

During the extended times of waiting for a response your team was resolute in maintaining a solid **“NO”** on the Management proposal to deny an experience salary step for anyone with a corrective action on their record in the previous year.

**“Ask Me
Anything”
On Practice**

ONA
Oregon
Nurses
Association
Voice of Oregon Nurses Since 1904

Visit ONA's Facebook page from 2-2:30 p.m. on Aug. 14, 2019 to hear from our nurse practice consultants. They'll be taking questions about everything from nurse staffing and scope of practice to continuing education. If you can't see it live, it is archived for viewing later.

www.facebook.com/OregonNursesAssociation

We Need to Hear from YOU!

Your negotiations team (listed below) wants to hear from the per diem nurses in response to the Hospital's proposal regarding per diem nurse scheduling.

Members of the team will be coming around and asking questions about what you want and how you feel about the hospital proposal.

Your ONA/PMH Bargaining Team: Tracey Parris, Peggy Elia, Alexis Keller, Donna Abbott, Catherine Nelson, Paul Kylo (ONA Labor Representative), and Tom Doyle (ONA Legal Counsel), Renee White (not present), Marie Teela (not present)

PMH Management Team: Lisa Halvorsen, Theresa Osburne, Jessica Monego, Craig Norton, Kristy Maulding, Sasha Meyer, and Dennis Westlind (PMH Legal Counsel).

Next Meeting

Tuesday, July 30, 2019

9:30 a.m.

Willamette Falls Community Center

You are welcome to come and support your bargaining team. We hope to see you there!

Don't Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
3. **Bad Email:** ONA has an incorrect or outdated email on file.
4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don't receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as "not junk/spam" and add News@OregonRN.org to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

