

## Bargaining Continues

Prior to meeting with management, your bargaining team discussed Article 5 – Hours of Work, specifically employees having 30 minutes deducted for lunches prior to midnight during the last five hours of a holiday (if working nights). We also discussed Article 6, which covers variable shift nurse schedules, and Appendix B, which covers surgical services standby and call-back. We also talked about fair share (we are the only Providence facility in the state that is not a fair share hospital), the break relief nurse memorandum of understanding (MOU), the cross-training MOU, the clinical ladder, and the length of the contract.

We met with the management team shortly after 11 a.m. They presented proposals related to the clinical ladder and the new SANE nurse proposal. We asked for clarification regarding Article 14 surrounding the new paid time off (PTO) accruals. We re-proposed Article 2, which included new language regarding per diem nurses and which had not been addressed in the prior contracts. We also re-proposed Article 6, the break relief MOU, Articles 14 and 15 (PTO/extended illness time [EIT], with a hard *NO* to their EIT take-away proposal), Article 30 – Union Membership, Article 42 – Contract Duration, and Appendix B.

During our lunch break your bargaining team had more discussions surrounding the clinical ladder, PTO/EIT and differentials.

We received a response from the management team at 3:30 p.m. We had a question about the wording from the new short-term disability plan which says “contingent upon objective medical evidence” and what exactly that implies (inclusion and exclusion criteria, etc.). The hospital was able to provide a newly written policy on this, but it has yet to be dated or approved, and seems to still be open to hospital edits.

The hospital re-proposed Articles 2 and 6 making little to no movement on protecting per diem and variable shift nurses. The cross-training MOU was discussed

and Lisa Halverson stated there was already a process in place for nurses to float to other units with no need to have such language in the contract. Your bargaining team feels otherwise.

There were no tentative agreements today.

We meet again on Sept. 10 at the downtown office of the hospital’s legal counsel and on Sept. 17 at the Willamette Falls Community Center. We hope to see you all there!

There will be an opportunity to meet with the bargaining team on Sept. 18 between 3 and 8:30 p.m. Please join us to meet the bargaining team and get first-hand information about negotiations.

A big **THANK YOU** to all the nurses who have come to support your bargaining team at negotiations or to a contract action team (CAT) meeting. We greatly appreciate it!

### MEET YOUR BARGAINING TEAM

**Wednesday, Sept. 18**  
**3 - 8:30 p.m.**

*Drop-in during the times above*  
Location: The Office Coffeehouse & Taproom  
10598 SE 32nd Ave #6522, Milwaukie OR 97222

**Your ONA/PMH Bargaining Team:** Tracey Parris, Donna Abbott, Catherine Nelson, Alexis Keller, Renee White, Maria Teela, Maggie Schein, Tom Doyle (ONA Legal Counsel) and Peggy Elia (not present).

**PMH Management Team:** Lisa Halvorsen, Theresa Osburne, Jessica Monego, Craig Norton, Sasha Meyer, Chris Hatch and Dennis Westlund (PMH Legal Counsel).

# ONA Leadership Congress and Staffing Policy Assembly (SPA)

## Oct. 3 & 4, 2019 - Springfield



### Leadership Congress Thursday, Oct. 3

Time: 1-5:30 p.m.

Location: Hilton Garden Inn, Springfield

The 2019 ONA Leadership Congress will provide all current and incoming nurse leaders an opportunity to give feedback on what it means to be a leader in ONA and help inform what leadership will look like in the future. There will also be discussions about potential ONA bylaws changes and resolutions that may be brought to the ONA House of Delegates.

### Staffing Policy Assembly Friday, Oct. 4

Time: 9 a.m. - 5 p.m.

Location: Hilton Garden Inn, Springfield

Join ONA for a SPA day! The ONA Staffing Policy Assembly (SPA) is an opportunity for ONA members to discuss staffing issues and guide the organization in determining next steps in the fight for improved staffing. Some goals for the SPA are to determine ways to improve regulation of the current Oregon Hospital Nurse Staffing Law and establish priorities for legislation going into future legislative sessions.

ONA members are invited to attend these events for FREE! You can attend both days or attend the day you think is most valuable to you. When registering, please let us know which days you plan to attend. Learn more and register today at [OregonRN.org](http://OregonRN.org).



Participants of the Staffing Policy Assembly will be able to earn continuing nursing education contact hours.

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

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