Oregon Nurses Association

18765 SW Boones Ferry Road
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1-800-634-3552 within Oregon
www.OregonRN.org

Providence Medford Medical Center (PMMC)

Bargaining Update #9

Feb. 23, 2018

ONa / PMMC Officers

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◊ Renee Swenson (PICC)
Vice Co-Chair:
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◊ Rick Mailand (Surgery)
Secretary:
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◊ Rick Mailand (Surgery)
◊ Stephanie Wolgast (Surgery)
◊ Tamara Stratadas (ICU)
◊ Vicki Knudsen (2 East)
◊ Dan Richmond (Float Pool)

ONA Labor Relations

Representative
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In this issue

Final Negotiation Session!: Page 1
What Now?: Page 2
Mediation: Page 2
CA 4 Sponsored Lunch or Dinner : Page 2
2018 ONA Convention: Page 2

Final Negotiation Session!

The Oregon Nurses Association (ONA) bargaining team met with Providence Medford Medical Center’s (PMMC) administration at 9:30 a.m. Feb. 19, 2018. PMMC was welcomed by approximately 40-50 nurse observers. We offered our counterproposal on Article 5. PMMC offered verbal proposals to Article 20.3 to change the orientation time to the end of the day rather than at lunch and an Article 12. PMMC then indicated they had no further proposals ready and intended to work on counterproposals in order to meet later in the day.

Prior to engine our morning session, we shared the financial comparisons for PMMC vs other Providence facilities as well as our comparison to Asante Rogue Regional Medical Center (ARRMC). We explained that wages and differentials have significant impact on our ability to retain our staff.

The afternoon session included significant discussion about scheduling, staffing and orientation for floating. Our ONA bargaining team clearly articulated the concern for patient safety in relation to PMMC’s proposed decreased orientation time prior to floating to another unit. The ONA bargaining team clarified that the orientation we are talking about is understanding specific patient populations, not just door codes.

Another topic of discussion was our ability to retain staff and how scheduling impacts nurses choice to stay at PMMC.

PMMC offered new language regarding scheduling and extra shift incentives. The proposal would incentivize nurses to sign up for extra shifts prior to the schedule posting and offer premiums of $14 and $15 per hour for those shifts while decreasing the immediate need rate from $13 and $14 per hour to $10 per hour. The stated goal is to fill the “holes” as early as possible.

PMMC reaffirmed they prefer to not increase the paid time off (PTO) accrual rates in order to use that money for wages and other pay practice areas.

The wage proposal was increased from 1 percent to 1.5 percent for each year of the contract and includes a 3-year contract with the annual increases occurring in April of each year; that proposal does not include retroactive pay for the time our contract has been expired. PMMC maintains their proposal that advancement on the step scale is tied to your evaluation and increased the required hours for advancement from 640 per year to 1040 per year. PMMC offered increasing charge differential to $3 per hour, preceptor to $1.60 per hour, and evening shift to $2.15 per hour. They have not included increases to the certification differentials or any offer regarding the bachelor of science in nursing (BSN) differential.
What Now?

We need to keep the pressure on to reach a timely resolution to our contract negotiations. Wear your ONA buttons. We will be holding bargaining unit meetings to discuss further actions that highlight our negotiation concerns. Watch for details including dates and locations. Post a picture of your “I (heart) PMMC Nurses” sticker on your Facebook page.

Mediation

The Oregon Nurses Association (ONA) bargaining team discussed, again, the potential of meeting with the Federal Mediator. We agree, that at this point, a mediator may be able to help us reach agreement faster than the ONA bargaining team can do negotiating directly across the table. We have contacted the Federal Mediation and Conciliation Services (FMCS) for potential meeting dates. Notice of approved dates will be shared as soon as they are confirmed.

CA 4 Sponsored Lunch or Dinner with Oregon Nurses Association Leaders

Join Oregon Nurses Association (ONA) leaders Martin Taylor (Chief Executive Officer), Alan Yoder (Asst. Exe. Director of Labor) and Larlene Dunsmuir (Asst. Exe. Director of Professional Services) for an open forum meeting Wednesday, Feb. 28, 2018 at Habanero’s Restaurant (142 Front Street, Medford, OR) for a taco bar lunch 12:00-2:00 p.m. or enchilada bar dinner 7:30-9:30 p.m. Topics will include upcoming bylaw change proposals at the 2018 ONA convention in Bend, OR, April 18-20, 2018. Learn about ONA’s vision for the future. Please RSVP by email to your labor relations representative, Susan Bruce, at Bruce@OregonRN.org.

CA 4 Lunch or Dinner
Wednesday, Feb. 28, 2018
Habanero’s Restaurant
12:00-2:00 p.m.
or
7:30-9:30 p.m.

2018 Convention and House of Delegates

ONA invites you to bring your voice and perspective to the ONA Convention and House of Delegates (HOD), held April 18-20, 2018 in Bend.

The HOD is ONA’s primary governing body. As a delegate, you will hear from ONA’s Board of Directors, Cabinets, Constitution Associations and other leadership groups and discuss and vote on resolutions, amendments and other initiatives. Delegates pledge to register for and attend ONA’s House of Delegates on Friday, April 20 and delegates and other nurses are invited to register to attend the continuing education days, April 18-19.

Travel, lodging and education reimbursements may be available. Please see your bargaining unit or constituent association rules on how to apply for reimbursement.

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www.OregonRN.org/Delegate