Our Sixth Session Conclusions

Our sixth session concluded with two more articles with tentative agreements including Article 8 (evaluations) and Article 11 (Seniority).

Remaining open issues for negotiation include Articles 2,4,5,6,9,12,13,14,15, 17, 20 and 26.

**Article 2 Definitions.** We continue to have ongoing discussions regarding the definition of “preceptor.” We are very close to agreeable language that helps define preceptor vs. mentor roles.

Our proposals in **Article 4** prioritize several issues:
1.) Ensuring nurses get their meals and breaks.
2.) Breastfeeding moms have adequate access to areas designated for that purpose.
3.) Overtime notice.
4.) Notice and report pay.
5.) Exhustion.

**Article 5** is all about scheduling. We have significant proposals to put scheduling back in the hands of the nurses in order to achieve increased employee satisfaction and to decrease the workload for managers.

**Article 6** recognizes a healthy work environment and the committees that assist in achieving those goals.

**Article 9** is education. We believe that education is critical for not only great patient care and outcomes but also for retaining and supporting the development of our staff. Providence Medford Medical Center (PMMC) has proposed that any education hours would not be considered as hours worked for the purpose of overtime calculations. What would that mean for you? If you are scheduled for basic life support (BLS) one day of your work week and then agree to work an extra shift during the week, you would not receive overtime for the additional shift. You would potentially work (including the hours for education) 44 hours at the straight time rate.

**Article 12** is staff reduction. We have proposed that we maintain the process for mandatory day off (MDO) which has been in use for years. With the recent change to “one staffing” there is little local control of the issue. We have heard from many nurses that the changes to the process have created many problems and
increased the frequency of contact for additional shifts which does NOT lead to employee satisfaction.

**Article 13** is compensation. While we remain apart on the amount of wage increase, a bigger concern is PMMC proposal to make advancement, once again, based on performance. One major problem with their proposal is that evaluations are not solely based on your work. They are based on many factors which you have zero control over. We have not proposed any increase in the number of steps on the wage scale. Another concern is PMMC’s proposal that there will be no retroactive pay increase. Their proposal is that any negotiated increases will only be effective the pay period after contract ratification.

**Article 14** is differentials. Our team has proposed new differentials for bachelor of science in nursing (BSN) especially since Providence is making this a requirement for newly hired nurses, we are also proposing changes to the floating differentials and increases to charge, team lead, weekend and preceptor evening shift differentials.

**Article 15** and Exhibit B Insurance. PMMC has proposed maintaining benefits in 2019 as identified for 2018 and increasing your out of pocket maximums by the total amount you are able to earn as health incentives. Effectively reducing your health benefits.

**Article 17** is paid time off (PTO). We are proposing increasing the PTO accrual rate to be equivalent with our colleagues at Providence St. Vincent. Medical Center. The administration response was that it would be unfair to the other Medford Providence employees to increase the rates for nurses. There is no justification as to why Providence supports allowing some employees (everywhere else in Oregon) to earn more vacation time than those who live and work in Medford.

**Article 20** is association business. We have proposed that we have a confirmed start time for new hire orientation information which is not during the lunch period. We also proposed that the time be increased from 15 to 30 minutes in order to share information and answer questions.

**Article 26** is duration. PMMC has proposed a change to the expiration date of this contract. Their proposal is to extend the contract to expire in the spring rather than the winter and potentially a longer than 2-year contract.

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**Show Your Support at the Next Negotiation Meeting**

We are scheduled to meet and negotiate on Monday Jan. 29, 2018, at 09:30 a.m. in the Caritas Room. As always your support as observers is encouraged. Show your support and wear your “I support our nurses” button. Buttons are available from stewards, contract action team members, negotiators and bargaining unit officers.