Our Contract Has Now Been Expired For 43 Days. The Teams Met to Negotiate on Feb. 8

Providence Medford Medical Center (PMMC) gave the Oregon Nurses Association (ONA) bargaining team counter proposals for articles 5 and 12.

ONA bargaining team believes they are very close to agreement on article 12. However the proposed changes to article 5 continue to be inconsistent with what we and PMMC have agreed is important to nurses.

Where your bargaining team agrees is the ability for nurses to have direct input into their work schedules is very important for job satisfaction, work life balance and the ability to retain our staff. We agree that creating a schedule is a time consuming process.

Recognizing the above statements, it is confusing that the hospital has then followed that recognition with a proposal that allows managers to change your schedule pattern before or after the schedule is posted without your consent and possibly without any conversation.

Our proposal details a process that has worked in the past. A nurse or group of nurses prepares a preliminary schedule which takes into account scheduling pattern preferences and seniority, ensures that the required specialty skill set is covered. This allows for vacation days to be accommodated and is then delivered to the manager for final approval. If schedule patterns need to be altered, volunteers are solicited. Any change of pattern requires that the nurse be notified no less than 14 days in advance of the schedule posting.

PMMC has also proposed language that allows per-diem staff to be scheduled prior to any full or part-time nurses. What this means is the full or part-time patterns would change to accommodate the schedule preferences of per-diem nursing staff.

Patient safety:

Patient safety is another concern that is tied to not only the scheduling process but the meal and break component of our work. There have been many studies that highlight the importance of breaks for staff when providing care. The Oregon Nurse Staffing Law requires staffing plans for each unit to be developed,
approved by majority vote and followed to ensure safe patient care at all times. It does not say such plan must be followed most of the time except for break and meal time when the assignments should be doubled.

We have proposed language which allows nurses at the bedside who are doing the patient care work to have the ability to participate in the creations of those staffing plans. The bargaining team also included additional compensation for those times when a nurse is unable to take a break or meal due to their patient assignment or availability of additional staff to care for their patients while they are gone. PMMC stated they believe nurses will intentionally skip meals and breaks in order to receive additional compensation.

**Insurance:**

Insurance is another issue that remains open. One issue is the “incentive premium” and how it can be used. Another issue is the way in which you are able to “earn” the incentive.

**Wages:**

And finally, we have yet to receive another wage proposal from PMMC. Their last proposal was a 1% across the board increase effective after ratification without retroactive payment and a delay for the 1%, second year increase to April of 2019. We urge you to keep in mind that our colleagues across town received a 2.5% wage increase in August 2017, as well as increases to some of their differentials and our colleagues up north have also received wage increases of 2% and up.

**What’s next?**

We have only one single negotiation session scheduled which is Feb. 19, 2018, in Mary Norbert Hall. We as always, encourage observers to attend and support the negotiations.

We are also asking nurses to complete a short survey regarding negotiation in order to better guide the team on the next steps, for survey [click here](http://www.oregonrn.org/80) or find it on the bargaining unit page, [www.oregonrn.org/80](http://www.oregonrn.org/80).

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**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](mailto:Bruce@OregonRN.org).

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