ON/A/PMMC Negotiations Set to Kick Off March 5

Your 2020 negotiation team representatives at the table are:

- Vicki Knudsen, RN, 2E
- Stephanie Wolgast, RN, Surgical Services
- Pat Sands, RN ICVR
- Chrystal Brunston, RN, Endoscopy

Your ONA/PMMC team has been working hard on negotiation prep. The identified high priorities identified by your answers on the survey are:

- Protecting sick time and PTO increases
- Wage increase
- Keep heath insurance intact

Contract Action Team is Forming

To get the best contract possible it will take all of us. Your contract action team (CAT) will keep you informed and updated on progress at the table. Your CAT members are:

- Donna Salazar, RN, Birthplace
- Karen Dwyer, RN, ICU
- Eric Lowe, RN, SDU

Sean Fairbairn, RN, Surgical Services
- Teri Willis, RN, 3W
- Diane Chase, RN, Birthplace
- Kathy Schwartz, RN, Cath Lab

Our goal is to have CAT members on each unit and every shift. If you want to be involved, contact a bargaining team member.

ONA 2020 Convention & House of Delegates
May 18-19, 2020 • Portland, OR

The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion. Registration is open through May 1, 2020.
Nursing is Lifelong Learning

We have all heard this our entire career, but it applies to so much more than nursing skills and patient care. We need to know our contract and know our benefits. I recently realized how much help we can get from our PNCC funds. I remember hearing about PNCC and knew there was money available for educational reimbursement, but I didn’t know what exactly we could use the money for or how to tap into this amazing resource. I have been a registered nurse at Providence for 15 years, and after realizing how much I have missed not understanding how PNCC works I want to spread the word to all my fellow nurses. Per our contract Providence provides up to $450 per year for nurses that work 550 hours in the preceding 12 months. If the entire $30,000 that is set aside by the hospital each year is not depleted additional reimbursements will be dispersed at the end of the year up to $850 per nurse request for expenses related to education. These expenses include re-certification fees, travel, lodging, registration fees and meals incurred for educational courses. The PNCC funds are easy to apply for and this is done from our home intranet home page, first go to “nursing” and then to “PNCC”. There is a form to fill out and submit and that is how easy it is. I hope you will all take advantage of this benefit and remember we also each receive 16 hours of paid education. If you have any questions, please reach out to your executive committee.

Stephanie Wolgast
RN, PMMC Surgical Services

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org
Providence Retirement Plan Update

In the fall of 2019, Providence administration notified our union that they intended to make some minor changes to our collectively bargained retirement plan. Although the changes they are seeking would not impact the employer’s contribution match, formula, or timing, Providence nurses have the right to negotiate over any changes to our benefits. We asserted those rights by sending a demand to bargain letter to Providence and engaging both our legal counsel and a benefits expert to perform an analysis of any possible smaller impacts of the proposed changes.

Our counsel and benefits experts performed that analysis and their findings are outlined below. Active engagement with administration over any changes they seek to our benefits is essential to ensuring we retain our power as a union.

Providence has proposed converting the retirement for all but one of our facilities to a 401(k) from the existing 401(a) and 403(b) plans. The benefits assessor determined that unlike our current 403(b) plan, there would not be a length of service catch-up provision in a 401(k), and there would be a change to the vesting schedule (vesting faster) from 401(a) contributions. Additionally, under the proposed plan, the match service would increase from 800 to 1,000 hours and the income limit for determining eligibility for the additional $50 match would increase from $30,000 to $50,000. There would be a change in investments under the proposed plan, because 401(k) plans allow for investment in Collective Investment Trusts which are not available to regular “retail” investors. Lastly, moving to a 401(k) plan would allow for hardship distributions.

To reiterate, the proposed plan would have no impact on the formula, timing, or contribution match we are entitled to in our contract.

Read more details on the ONA/PMMC bargaining unit webpage at https://www.oregonrn.org/page/80. Look for “ONA/PMMC Retirement Plan Update” and “Providence Retirement Plan Changes” under News and Updates.

Please contact your ONA labor representative if you have further questions.

Bring Your Voice to the ONA House of Delegates

Your voice matters. Be part of ONA’s primary governing body, the House of Delegates (HOD). As a delegate you will discuss and vote on resolutions, amendments and other initiatives that will determine ONA’s direction.

Bring your perspective and join us at the 2020 House of Delegates on May 19 in Portland.

Visit www.OregonRN.org/Delegate for more information and to complete your delegate nomination form.

Questions about statewide offices or delegates? Email or call ONA Chief of Staff Whitney Wong at Wong@OregonRN.org or 503-293-0011 ext. 1325.

Visit www.OregonRN.org/Delegate to learn more
Know Your Weingarten Rights!

What are Your Weingarten Rights?

In the case *National Labor Relations Board vs. J. Weingarten, Inc.*, the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it’s important that we all know our rights in order to protect ourselves and our coworkers.

You Have a Right to Representation

Every nurse has discussions with supervisors about job performance. When this happens to you, there is an important question to ask your boss, “Could this meeting lead to discipline or affect my personal working conditions?” If the answer is “Yes,” stop the meeting and invoke your Weingarten Rights by saying: “If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”

How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- **Ask the supervisor or manager who is present, “Could this meeting lead to discipline or affect my personal working conditions?”**
- **If the answer is “Yes,” stop the meeting immediately.**
- **Invoke your Weingarten Rights by saying: “If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”**

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.