We had a good start to negotiations, your Oregon Nurses Association (ONA) made progress, and we had lots of productive discussion. Both the ONA team and the hospital’s team agree that we want a contract that incentivizes nurse recruitment and retention at Providence Medford Medical Center (PMMC).

We have a mutual goal and interest in keeping our nurses local and not being “the training ground for Portland, OR.” The tone was collaborative and we feel we can make real progress to these goals. That said, we extended the contract through May 1 and will be back at the table April 22. Both sides have lots of material to work on and try to align language to achieve our mutual goals.

Here are highlights of our opening proposals to support quality patient care and address retention:

**WAGES:** We continue to be behind Portland area hospitals and are approximately 6.5 percent behind Portland wages. Some steps are farther behind. We propose 6.5 percent across the board raise for each year of the contract (two to four years). Additionally, we propose eliminating step scale “donut holes” and moving to 25 steps without service requirements so our nurses can get a step pay raise every year.

**DIFFERENTIALS:** We heard some priorities for differentials from nurses include raising extra shifts, float pool, charge nurse, BSN, and night shift differentials. Our proposal includes increasing ESD to $18, Float Differential for all designated float pool nurses, Charge (&Relief) to $3.60, Team Lead to $3, 5 percent BSN/MSN, and Night shift to $5.50. Add certification pay for up to two certifications.

**PTO:** Significantly increase PTO Accrual Table and match Providence Portland Medical Center.
A Good Start!  continued from page 1

SCHEDULES: No changes to current scheduling language and float guidelines. We did propose a change to help negotiators get time off to attend negotiation sessions. We already tentatively agreed on this entire Article with the hospital.

HOURS OF WORK/BREAK RELIEF: We propose double time for missed meals/breaks and to add language for break relief nurse. The hospital countered with Providence St. Vincent Medical Center language.

EIT & INSURANCE: Our survey showed our members don’t want to see changes to extended illness time (EIT) and insurance. We proposed no changes to EIT or insurance in our opening proposals. However, we did receive proposed changes from the hospital to EIT and may see one on insurance in the future.

EMPLOYMENT STATUS: We propose capturing current attendance policy and attendance past practices. We also proposed the possibility of work improvement plans for some nurses. Strengthen information request language.

NURSING PRACTICE: We proposed language for a labor management council (LMC) to better resolve workplace problems, collaborate on solutions, avoid lengthy grievances, and clarify hospital policy, etc. We did reach a tentative agreement and LMC was made its own article. The hospital may have changes to other provisions in the Nursing Practice Article, we didn’t propose any other changes.

EDUCATION: The education hours and reimbursement amounts haven’t changed for several years, but the cost of conferences and obtaining CEUS/certifications has. We propose increasing annual elective education to 24-hours and reimbursement amounts to $600 initially to a max of $1100 if funds are left over at the end of the year.

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.

Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 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.

Registration is open through May 1, 2020.

Register today at www.OregonRN.org