Your Oregon Nurses Association (ONA) bargaining team met with administration for our third session of negotiations on Wednesday, April 22.

Our first two sessions were on March 5 and 6. Since that time many of our lives have been tipped upside down by the COVID-19 pandemic. Even though we are going through uncertain times, our team felt it was important to continue with negotiations as scheduled to secure a contract that continues to support nurses at Providence Medford Medical Center (PMMC). Although we were unable to meet ‘at the table’ we created a virtual meeting in which your ONA team and Providence’s administration team both attended. We were able to have discussions about important topics and were even able to support getting a tentative agreement (TA) on Article 22.

Your ONA team and Providence administration have agreed to extend our contract until June 1, 2020. As negotiations progress, we will re-evaluate our needs of further extending the contract out. The extension was decided upon to keep the contract intact at this point with its enforcement mechanisms such as the grievance process and the protection of proper cause for discipline.

ONA and Providence wrote proposals and counterproposals on several articles. Here is a summary of the information that came to the virtual table during this session:

**Wages:** We have received a financial proposal from Providence. We are in the process of analyzing and costing out the data. We will take that information and to see how it fits in with our financial proposals. We then take that information and see what modifications we think are necessary to make based on information we have gathered from the bargaining unit. This information was collected either by survey or discussions.

**Differentials:** Your team agreed to certifications being in a list format with a max of one certification. We proposed that charge and relief pay to be the same amount, continue to push for a float differential for all designated float pool nurses, extra shift differential (ESD) of $18/hr., to include Birthplace in units to receive $5 for stand-by pay and continue to have discussion regarding the importance of how stand-by and call-back function in the units that have mandatory call scheduled.

**Hours of Work/Break Relief:** Your team and Providence are still far away from each other on the topic of meals.
and breaks. Your ONA team has heard and understands that many of the staffing plans put in place still have many challenges when it comes to taking safe effective breaks. Administration has proposed an even less descriptive plan on how to manage meals and breaks. We feel this is not the direction we need to go. We feel breaks and meal coverage is vitally important for the safety of our nurses and patients. We continue to push for break relief nurses and double time for missed breaks.

**Employment Status:** We continue to have conversations on how to define an occurrence as it relates to attendance. Your team proposed a seven-day period that would help define an occurrence. We are working on developing an improvement plan to help nurses who are needing extra support.

**Association Business:** You team has added in a few areas verbiage to help assist with obtaining information from the employer to help increase functionality for the bargaining unit.

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### Next Steps

May 14 and May 28 are the next planned negotiation dates for the teams to meet. It will depend on how we are doing with the pandemic and what executive orders are in place that will determine what platform is used for those negotiations. We will remain flexible to meet the needs of the bargaining unit.

In the interim, your team will be working to meet, collect and analyze information that is needed to help support the forward movement of negotiations. Currently, we are looking at the information and making plans from there. We are discussing new strategies and tactics that will help support a fair contract to be reached. We will be reaching out to the bargaining unit as these opportunities develop.

Your team is committed to providing information from the bargaining sessions. We ask you to read the information and have discussions with your co-workers to make sure they are also in the loop. Feel free to reach out to any member of the bargaining team with questions or just to discuss the topics at the table.

Let’s show this awesome ONA negotiation team that we are in this together and thank them for all the hard work they continue to do for all the nurses at PMMC.

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### Petition to Governor Brown to Stand with Health Care Workers

Oregon nurses and frontline health care workers are risking their lives every day to save the lives of patients during the COVID-19 pandemic.

We’re asking Governor Brown to insist that health care employers come to the table with their workers and get COVID-19 protections in place before the lives of Oregon health care providers are lost.

**By signing this petition, you take direct action to remedy this crisis by urging Governor Brown to intervene in this extraordinary public health and workers’ rights emergency.**

Stand with frontline healthcare workers in Oregon, who’ve already gone too long caring for COVID-19 workers without adequate protections.

**[Click here](www.OregonRN.org/Petition) to sign petition.**

Send this link [www.OregonRN.org/Petition](www.OregonRN.org/Petition) to your friends and family.

Stand united against COVID-19.

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**[Click here to sign the petition](www.OregonRN.org/Petition) or visit** [www.OregonRN.org/Petition](www.OregonRN.org/Petition)