On Thursday, May 14, your ONA/PMMC team met with Providence Medford Medical Center (PMMC) for another round of (virtual) negotiations. As we have previously shared, this round of bargaining has been productive with the parties making progress in each session. In recognition of the uncertain times, we presented a package proposal for a two-year contract, which included modest raises based on PMMC’s prior proposal and several compromises. Unfortunately, PMMC announced that, due to COVID-19 related economic uncertainty, it was unable to make any new financial commitments at this time. In fact, PMMC withdrew all economic proposals that were on the table.

While this is truly disappointing, it was not a complete surprise. This is happening at other Providence locations where they are in contract negotiations. PMMC’s team expressed their disappointment that we were unable to reach the deal everyone thought possible a month ago. They also expressed their appreciation for the ONA bargaining team’s hard work and commitment that we could continue to build on that work.

Where does that leave us? PMMC is offering a one-year contract with no changes in financials but will agree to language that has already been tentatively agreed upon at previous sessions.

Other options your bargaining team is exploring include an extension or allowing the contract to expire. With an extension, the contract remains in force. This provides some stability during these uncertain times and gives us the ability to use the grievance process and third party arbitration. The downside is that everything in the contract stays the same, including all financial terms and language. Nurses will get their step raises but no cost-of-living increases. Letting the contract expire allows the bargaining unit to picket or strike. The risk is that we are working without a contract and our grievance process is no longer in effect.

We have not responded to PMMC yet. We are researching all options, talking with our colleagues in the Providence system and requesting additional information from PMMC about its financial situation. We also want to hear from you. We will be creating opportunities for feedback, including through our Facebook page. We also encourage you to reach out to your
ONA executive committee, our labor representative Julie Serrano, and the bargaining team to let us know your thoughts.

Thank you for your support during this process. We know that this is not where any of us expected to be at this point in the negotiations, but this is where we are.

Your bargaining team is committed to seeing this through to the end – which means we will be calling on you for more support to ensure that the contract we ultimately get is fair and reflects our essential contribution to the hospital and the community we serve.

ONA Convention and House of Delegates Postponed

To ensure the health and safety of our members through the COVID-19 pandemic, ONA has made the decision to postpone the ONA Convention and House of Delegates. We took this decision very seriously and felt it is in the best interests of our members. The new dates will be Sept. 21-22, 2020 in Portland. More details to come.

Important Information about Postponed Convention
Those who have registered for the convention will have their event registrations canceled and will be refunded their registration fees. We will open registration again at a later date and will ask everyone to register again at that point.
If you have reserved a hotel room, you must call to cancel your reservations as this will not be done automatically.
ONA constituent association delegates will not have to reapply to be delegates. However, everyone will have to register to attend the convention again once the schedule of events is finalized.
If you have any questions, please contact us at News@OregonRN.org.

Completing the Staffing Request

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