Finalization Process for the Tentative Agreement

We are in the process of reviewing all of the language and numbers in the tentative agreement (TA) redline. The Providence team and ONA team are going over the language changes with a fine-tooth comb.

While your team works on the redline contract, you can review the contract summary starting on page 2. It is also posted on the PMMC/ONA webpage (www.OregonRN.org/PMMC). Your bargaining team has also posted the summary in all of the break rooms.

The date for the ratification vote will be Wednesday, March 17 with online voting available from 6 a.m. (0600) to 6 p.m. (1800). Be sure to review the contract summary prior to March 17.

Look for the link in your email the morning of the vote. If you do not see it, check your spam filter.

You must be a full member in good standing to vote. If you would like to join, contact Members Services: MemberServices@OregonRN.org.

Your leadership team will be doing multiple Facebook (FB) Live sessions to review the TA and go over any questions or concerns you may have.

Our private group FB page will post and host these Facebook Live info sessions: www.facebook.com/groups/PMMCONANurses.

If you are not on FB but would like to learn more, please contact your labor rep. or executive team.

Special Thanks To Your Bargaining Team

Stephanie Wolgast, Chrystal Brown, Vickie Knudson and Dan Richmond all volunteered countless hours in meetings preparing for bargaining days and putting together proposals and supposals for over a year.

The days of bargaining often were 12 hours on Zoom going over material and fighting for fair contract language and wages.

Without these nurses advocating at the table there would not be a substantial TA for your review. A special thank you to Dan Richmond who was outstanding as your hard working time release representative for the bargaining unit. Thank you all!

Mail Tribune OpED

Written By Fellow Nurse Milan Beebe

Thank you Mail Tribune for publishing this important perspective from what it is like to work as a nurse at Providence Medford by ONA Nurse Milan Beebe.

Go to: http://bit.ly/Beebe-Tribune-OP-ED or follow link below:

Providence is treating nurses unfairly

OpED FROM THE TRIBUNE
## APPENDIX A: WAGES

Effective first full pay-period following ratification as in the table below.

<table>
<thead>
<tr>
<th>Contract Step</th>
<th>Current Rate</th>
<th>% Increase on Ratification</th>
<th>New Scale Effective Upon Ratification</th>
<th>1% Increase 7/1/2021</th>
<th>2.5% Increase 7/1/2022</th>
<th>2.75% Increase 7/1/2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$36.37</td>
<td>2.75%</td>
<td>$37.37</td>
<td>$37.74</td>
<td>$38.68</td>
<td>$39.75</td>
</tr>
<tr>
<td>After 6 months NEW</td>
<td>$36.37</td>
<td>5.1%</td>
<td>$38.21</td>
<td>$38.59</td>
<td>$39.55</td>
<td>$40.64</td>
</tr>
<tr>
<td>Step 1</td>
<td>$37.81</td>
<td>3.3%</td>
<td>$39.05</td>
<td>$39.44</td>
<td>$40.43</td>
<td>$41.54</td>
</tr>
<tr>
<td>Step 2</td>
<td>$39.33</td>
<td>3.5%</td>
<td>$40.71</td>
<td>$41.12</td>
<td>$42.15</td>
<td>$43.31</td>
</tr>
<tr>
<td>Step 3</td>
<td>$40.91</td>
<td>3.5%</td>
<td>$42.34</td>
<td>$42.76</td>
<td>$43.83</td>
<td>$45.03</td>
</tr>
<tr>
<td>Step 4</td>
<td>$42.55</td>
<td>3.2%</td>
<td>$43.93</td>
<td>$44.37</td>
<td>$45.48</td>
<td>$46.73</td>
</tr>
<tr>
<td>Step 5</td>
<td>$44.25</td>
<td>2.75%</td>
<td>$45.47</td>
<td>$45.92</td>
<td>$47.07</td>
<td>$48.36</td>
</tr>
<tr>
<td>Step 6 NEW</td>
<td>$44.25</td>
<td>4.3%</td>
<td>$46.15</td>
<td>$46.61</td>
<td>$47.78</td>
<td>$49.09</td>
</tr>
<tr>
<td>Step 7</td>
<td>$46.02</td>
<td>2%</td>
<td>$46.94</td>
<td>$47.41</td>
<td>$48.60</td>
<td>$49.93</td>
</tr>
<tr>
<td>Step 8</td>
<td>$47.56</td>
<td>2%</td>
<td>$48.51</td>
<td>$49.00</td>
<td>$50.23</td>
<td>$51.61</td>
</tr>
<tr>
<td>Step 10</td>
<td>$47.96</td>
<td>2.6%</td>
<td>$49.20</td>
<td>$49.69</td>
<td>$50.93</td>
<td>$52.33</td>
</tr>
<tr>
<td>Step 12</td>
<td>$48.86</td>
<td>3%</td>
<td>$50.31</td>
<td>$50.81</td>
<td>$52.08</td>
<td>$53.51</td>
</tr>
<tr>
<td>Step 13 NEW</td>
<td>$48.86</td>
<td>4.1%</td>
<td>$50.88</td>
<td>$51.39</td>
<td>$52.67</td>
<td>$54.12</td>
</tr>
<tr>
<td>Step 15</td>
<td>$50.44</td>
<td>2%</td>
<td>$51.45</td>
<td>$51.96</td>
<td>$53.26</td>
<td>$54.72</td>
</tr>
<tr>
<td>Step 17</td>
<td>$51.19</td>
<td>2.75%</td>
<td>$52.60</td>
<td>$53.13</td>
<td>$54.46</td>
<td>$55.96</td>
</tr>
<tr>
<td>Step 20</td>
<td>$52.19</td>
<td>3%</td>
<td>$53.78</td>
<td>$54.32</td>
<td>$55.68</td>
<td>$57.21</td>
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<tr>
<td>Step 22</td>
<td>$54.25</td>
<td>2%</td>
<td>$55.34</td>
<td>$55.89</td>
<td>$57.29</td>
<td>$58.86</td>
</tr>
<tr>
<td>Step 25</td>
<td>$56.02</td>
<td>2%</td>
<td>$57.14</td>
<td>$57.71</td>
<td>$59.15</td>
<td>$60.78</td>
</tr>
<tr>
<td>Step 27 - 7/1/21</td>
<td>N/A</td>
<td>5.7%</td>
<td>N/A</td>
<td>$59.21</td>
<td>$60.69</td>
<td>$62.36</td>
</tr>
</tbody>
</table>

### Contract Article

| Article 1: Recognition and Membership | Current Contract language |
| Article 2: Definitions | **Add definitions for “Resident” and “Fellow”** |
| Article 3: Non-Discrimination | **Add “gender”** |
| Article 4: Hours of Work | **Clarification regarding OT, minor changes to break relief plans: “unit based” language vs UPBC, paid for missed lunch, ability to combine 30 minute lunch with break mid-shift.** |
| Article 5 Work Schedules | **Improved negotiation team schedule language. Exhibit 1 Float guidelines to be updated by Staffing Committee as appropriate** |
| Article 6 Nursing Practice | **Slight change to SRDF language, new article for Labor Management Committee** |
| Article 7 Employment Status | **Workplan vs disciplinary action, 2-year time limit to workplans to be stricken from files upon written request. Adds provisions for workplans alternative to discipline, attendance disciplinary provisions defined** |

continued on page 3
**Article 8 Evaluations**
Current contract language

**Article 9: Education**
- 9.3 consistent with 9.5 regarding working 550 hours in last 12 months to be eligible, potential access to 16 hours elective education sooner.

**Article 10: Job Vacancies**
Current contract language

**Article 11 Seniority**
Current contract language

**Article 12 Staff Reduction**
Current contract language

**Article 13 Compensation**
- Variable raises 2%-5% on ratification
- Across the board raises of 1% July 1, 2021, 2.5% July 1 2022, and 2.75% July 1, 2023 (8.5%-11.7% compounded total) over 3 years, add additional steps for 6 months, 6 years, and 13 years on ratification, and at 27 years 7/1/2022,
- $1250 prorated ratification bonus in lieu of retro. (See wage table)
- Strike 13.2.1 restrictions on advancing to steps 20 and beyond.

**Article 14 Other Pay Practices**
Differential Increases/Changes:
- Cert-$2.00, List of Certifications by unit, grandfather language on no loss of pay for existing certifications until expiration, may be reevaluated based on unit lists, added CMSRN and PCCN to Universally accepted certifications
- Charge $3.25
- Preceptor $2
- NOC Shift Differential $5.50
- ESD $15/$16 (weekend), no longer within 14 days, but simply at request of medical center.
- Standby $4 for non-procedural units
- Standby for Procedural units (including Birthplace) $5 and on more than 75 hours of scheduled standby per SIX-week period $10 standby rate
- Float Pool, nurses who do not receive 15% differential will be eligible for $2000 bonus after completing two years in float pool (two years from ratification)
- Callback: With regards to scheduled standby/procedural units: Receive 3 hour minimum only if you are scheduled for Standby and you work 60 minutes or more beyond your shift into scheduled standby period or if you clock out and are called back in by PMMC. (identical to Prov St. Vincent language)
- Team Lead: Language changed to paid on hours worked (not on callback, EIT, or PTO.) ($800 dollar settlement on backpay dispute for team leads and additional settlement for all hours lost on team lead for one nurse)

**Article 15 Health Insurance**
Current Plans Continue

**Article 16 Retirement**
Current Statewide Providence provisions continue

**Article 17 Paid Time Off**
0.5FTE & 1.0FTE nurses:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Accrual per Hour Worked*</th>
<th>Accrual per Year**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3 years</td>
<td>0.0961 hours</td>
<td>200 hours</td>
</tr>
<tr>
<td>3 to less than 5 years</td>
<td>0.1078 hours</td>
<td>224 hours</td>
</tr>
<tr>
<td>5 to less than 10 years</td>
<td>0.1154 hours</td>
<td>240 hours</td>
</tr>
<tr>
<td>10 to less than 15 years</td>
<td>0.1269 hours</td>
<td>264 hours</td>
</tr>
<tr>
<td>15 or more years</td>
<td>0.1346 hours</td>
<td>280 hours</td>
</tr>
</tbody>
</table>

0.9FTE Nurses:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Accrual per Hour Worked*</th>
<th>Accrual per Year**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3 years</td>
<td>0.1004 hours</td>
<td>188 hours</td>
</tr>
<tr>
<td>3 to less than 5 years</td>
<td>0.1122 hours</td>
<td>210 hours</td>
</tr>
<tr>
<td>5 to less than 10 years</td>
<td>0.1197 hours</td>
<td>224 hours</td>
</tr>
<tr>
<td>10 to less than 15 years</td>
<td>0.1314 hours</td>
<td>246 hours</td>
</tr>
<tr>
<td>15 or more years</td>
<td>0.1389 hours</td>
<td>260 hours</td>
</tr>
</tbody>
</table>

*continued on page 4*
### Bargaining Update • Providence Medford Medical Center

**Article 18 Extended Illness Time**
- Phase out by EIT. EIT accrual until May 22, 2021 then frozen, limited EIT use May 23, 2021 through March 23, 2022 to supplement Short Term Disability to 100%.
- Further limitations on EIT use to care for family member/top up STD if required by State March 24, 2022 through Dec. 31, 2023. EIT access eliminated on Jan 1, 2024

**Article 19 Leaves of Absence**
- Current contract language

**Article 20 Association Business**
- Clarification: Bulletin Boards, Association access to new nurses, information sharing, NEO time increased to 30 min

**Article 21 Management Rights**
- Current contract language

**Article 22 Grievance Procedure**
- Clarifies Association access to information grievance procedure

**Article 23 No Strike No Lockout**
- Current contract language

**Article 24 Separability**
- Current contract language

**Article 25 Successors**
- Current contract language

**Article 26 Duration and Termination**
- Current contract language expires March 2024

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## Union Solidarity

### Solidarity From Fellow Unions & Labor Organizations

Local unions actively stood up in solidarity with the nurses of Providence by submitting formal letters of support to Kate Kitchell and Chriss Pizzi.

**Thanks go to:**
- Ashland Firefighters Local 1269
- The Machinists and Woodworkers: IAMW24
- Amalgamated Transit Union: ATU757
- American Federation of Teachers: AFT
- The Southern Oregon Central Labor Chapter of the AFL-CIO: SOCLC
- Service Employees International Union: SEIU 503

To see these letters of solidarity and support visit our public FB page: [www.facebook.com/pmmcONA](http://www.facebook.com/pmmcONA)

## Support From House Rep. Pam Marsh

Representative Pam Marsh expressed support for the nurses on the frontline at Providence and advocated for settling a fair contract by submitting a letter directly to Kate Kitchell and Chriss Pizzi. To view the letter online go to: [http://bit.ly/LetterFromPamMarsh](http://bit.ly/LetterFromPamMarsh), or [Click here](http://bit.ly/LetterFromPamMarsh).

"Because the entire Rogue Valley is impacted by the quality of PMMC’s services, I urge you to negotiate an offer that both protects patient safety and ensures that PMMC retains a robust, skilled workforce."

Rep. Pam Marsh
Bargaining Update • Providence Medford Medical Center

Run for an ONA Statewide Position

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. Come to ONA's 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.

Intro Steward Training

Learn the fundamental skills needed to successfully enforce your contract with this virtual Introductory Steward Training.

When: Training throughout the year

Where: Virtual

Each training is limited to 20 participants, so register early to save your spot.

You can find more information about other steward trainings at www.OregonRN.org/Steward-Training

Space is limited for April 17 training (12-5 p.m.)

Grievance Chair

Bryan Larson is your grievance chair and he has been very busy advocating for pay issues and other concerns with the contract these last few months since taking office.

He has worked hard to advocate for nurses and work with HR to correct pay issues and research other grievances going on in the hospital.

If you have any questions or concerns about a grievance please reach out to Bryan or your labor rep and together they will do their very best to advocate for you.

Send emails to BryanFoxLarson@Gmail.

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org