

NEWSLETTER

LEADERSHIP AND INFORMATION

Bargaining Team

Chair: Breanna Zabel

Vice Chair: Vacant

Secretary: Jennifer Smith

Treasurer: Dawn Rich

Membership Chair: Katie Spicer

Member At Large/Grievance Chair:

Lindsay Eminowicz Menard

✉ pmmcona.exec@gmail.com

Stewards

Megan Aho, RN (ICU, Day)

Breanna Zabel, RN (2W, Day)

Katie Spicer, RN (2W, Night)

Jennifer Smith, RN (2W, Night)

Robert Owens, RN (2W, Night)

Brittany Webster, RN (SDU)

Lindsay Eminowicz, RN (3E, Night)

Dawn Rich, RN (ICU, Nights)

Kevin Molleson, RN (ICU, Days)

Amara Anderson, RN (Float, Days)

Labor Representative

Jaki Salgado

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Salgado@OregonRN.org



Caring for Oregon

NEGOTIATIONS UPDATE: FORMAL INTENT TO BARGAIN NOTICE SENT BY ONA

Dear PMMC RNs,

We have an update as we prepare for our next round of negotiations.

Wednesday, October 6, your PMMC negotiation team sent our formal notice of intent to bargain to Providence Medford Medical Center.

As you know, our contract expires **March 31, 2027**. In the past, we've typically started bargaining in late January. This time, your negotiation team has been preparing early, and we've asked the medical center if we can get to the table sooner.

We offered dates beginning in **mid-November and throughout December**. Our hope is that starting earlier gives us more time at the table to have productive conversations and make as much progress as possible before our contract expires.

We're now waiting to hear back from the medical center and will keep everyone updated as soon as we have bargaining dates.

What does "intent to bargain" mean?

For those who haven't been through negotiations before, this is simply one of the first formal steps in getting bargaining started. Our contract and federal labor law require advance notice when either side intends to open the agreement and negotiate a successor contract.

The notice lets the medical center know we're ready to begin the process of negotiating our next contract and start working together to get bargaining dates on the calendar.

How is your negotiation team preparing?

Your negotiation team has been meeting since August to prepare for bargaining. We've been training together, reviewing priorities and working through proposals so that we're prepared when we get to the table.

Continued on next page...

NEGOTIATIONS UPDATE: FORMAL INTENT TO BARGAIN NOTICE SENT BY ONA ... CONTINUED



Just as importantly, we've been intentional about hearing from nurses across the bargaining unit. Your feedback helps guide this process, and we want to continue creating opportunities for members to ask questions, learn more about what negotiations look like, and find ways to get involved.

In response to your feedback, we've added Bargaining 101 sessions and Contract Action Team (CAT) trainings as we prepare for negotiations.



Coming up in October:

Bargaining 101

October 22 at 7:30 P.M.
Location: Caritas Room

October 29 at 5:30 P.M.
Location: Caritas Room

Contract Action Team Training

October 13 at 5:30 P.M.
Location: Caritas Room

Sign up info on next page!

Whether you've been through bargaining before or this is your first time, we hope you'll join us!

EXECUTIVE TEAM UPDATE: WELCOMING OUR NEW VICE CHAIR

We're happy to share that Dawn Rich has been appointed as our new ONA Vice Chair at Providence Medford Medical Center!

Following an open call for members interested in filling the vacant position, Dawn, who previously served as our treasurer, stepped forward to take on the role as we prepare for upcoming contract negotiations.

With over 14 years of experience at PMMC, Dawn brings valuable knowledge, experience, and a strong commitment to advocating for her fellow nurses. We're so grateful for her willingness to continue serving our membership and look forward to the perspective and leadership she will bring to the bargaining table and the CAT Organizing Team.

Please join us in welcoming Dawn to her new role!



YOU ARE INVITED TO

CONTRACT ACTION

TEAM

TRAINING
TUESDAY

OCTOBER

13

AT 5:30 PM



join via zoom
scan to join!

Join us to learn how we can stay organized, connected, and involved to build a successful bargaining campaign!

GRIEVANCE UPDATES

Association Grievance — Retirement Benefits Change: You may remember that last October, Providence announced changes to retirement benefits. Providence took the position that the annual discretionary retirement contribution was optional. We strongly disagreed and filed systemwide grievances over this change.

Since then, we've been working to protect our contractual rights. **Arbitration is now scheduled for February 8–10, 2027.** Resolving this grievance remains a critical issue as we prepare to negotiate retirement language at our upcoming bargaining table.

Our position remains clear: Providence cannot unilaterally change or reduce retirement benefits under our current contract language.

We've also confirmed that while some non-represented Providence employees may receive a 100% 401(k) match beginning January 1, 2026, most ONA nurses and caregivers are being limited to a 50% match.

Association Grievance — Callback Pay + Extra Shift Differential:

We've also filed an association grievance regarding callback pay and the extra shift differential. The issue is whether nurses who are called back for a shift that also qualifies as an extra shift should receive the extra shift differential.

In July, we filed an association grievance on behalf of all impacted bargaining unit nurses after the medical center continued denying the extra shift differential to nurses called in from standby to work an eligible extra shift.

Our position is that nurses who qualify for both callback pay and the extra shift differential should receive both under our contract.

We are meeting with the medical center on **October 13** to discuss the grievance and hope to reach a resolution that ensures affected nurses receive the pay they are entitled to.

ONA

Caring for Oregon

Providence Medford

BARGAINING 101

What Every Member Should Know
Before We Head to the Table

CHOOSE THE SESSION THAT WORKS FOR YOU!



**OCTOBER
22**

AT 7:30 P.M.
LOCATION: CARITAS ROOM



**OCTOBER
29**

AT 5:30 P.M.
LOCATION: CARITAS ROOM



JOIN VIA ZOOM:
SCAN TO JOIN!

WHAT WE'LL COVER:



Survey
Results



Bargaining
Priorities



How
Negotiations
Work



Our Bargaining
Strategy &
Your Role