Two More Article Agreements Reached!

We met for our seventh bargaining session on Thurs., Sept. 17. We reached two tentative agreements on Article 11 – Staffing and Article 20 – Professional Development.

These are the changes:

Article 11 – Staffing, Nurses will submit the staffing request and documentation using the Staffing Request & Documentation Form (SRDF) as directed on the form. Amending the staffing committee to be the “Nurse Staffing Effectiveness Committee and Charter”.

Article 20 – Professional Development. Adding this language to the end of section E, which pertains to completing mandatory education:

“If after discussing the issues with the manager the nurse continues to find it difficult to find adequate uninterrupted time away from patient care duties to complete mandatory education or the nursing evaluation, the nurse may escalate the concern through the chain of command to ensure resolution, which may include uninterrupted time”.

This language is similar to Portland Providence’s contract language.

In addition, we proposed a second version of Article 5 – Paid Time Off. This is a lengthy article with many changes related to:

- The new five-tiered PTO system (there is a separate agreement we are negotiating to keep nurses who stand lose PTO whole, much like what other facilities agreed to last year).
- Clarifying that PTO requests are honored by bargaining unit seniority. This was confirmed as the original intent and practice by the previous bargaining unit chair.
- Prime Time – All nurses will be limited to a maximum equivalent of two calendar weeks of the nurse’s FTE, not necessarily consecutive days and/or weeks.
- Change in Status: Effective with the first pay period in March 2021, PTO will be paid upon termination provided the nurse provides the required notice of two weeks intended resignation.

You can find the entire proposal by clicking here, or go to: http://bit.ly/PNMC-Article2Proposals

Management proposed this addition to Article 4 – Equality of Employment Opportunity and Healthy Work Environment:

Any concerns regarding harassment, discrimination, or retaliation should be reported immediately, in accordance with the Medical Center’s policy on Harassment, Discrimination and Retaliation. The Medical Center acknowledges the Oregon Workplace Fairness Act, effective Oct. 1, 2020, and

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will maintain an anti-discrimination and anti-harassment policy that complies with that law.

Toward the end of bargaining, we checked in with each other on each article chronologically. This helped members of each party recognize what needs to be done to get us closer to an agreement. Our ONA group met alone at the end to align our availability for October bargaining sessions. They agreed to two of our dates however one of them was only scheduled for five hours.

We are only nine days away from an expired contract and management can’t make time for being fair and respecting to nurses. While you put in 12-hour days administration can only spare 5 hours to ensure fair wages, breaks and a work environment safe from harassment.


Our next bargaining sessions are:
- September 29
- October 12
- October 30

Know Your Rights: New Steward Trainings

Attend an ONA Steward Training for Providence nurses from the comfort of your own home. The next training is Wed., Oct. 14, from 9 a.m. to 1 p.m.

Still accepting registrations through Oct. 6. Materials will be emailed to registrants prior to the time of the class.

Click here to register now for the next Providence system-wide basic steward training via Zoom. Additional date:

Thursday, Nov. 19 @ 10 a.m. to 2 p.m.

Protect People Not Profits Campaign

Thousands of nurses across 10 Providence Oregon facilities are uniting to demand critical COVID-19 protections including emergency leave, adequate PPE, protections for vulnerable nurses and safe staffing.

We are Strongest Together

More than 3,200 ONA nurses across 10 Providence facilities in Oregon have come together to win critical COVID-19 protections, share common concerns and advocate collectively to strengthen the voice of nursing within the Providence system and across the state.

Find out how you can help win an extension to COVID-19 protections, contract improvements and to ensure Providence lives it mission and Protects People, Not Profits. Together we can make a difference.

Share Your Stories

Share your story about how Providence cuts negatively affect you, your family, your patients and your coworkers.

Click here to share your story