On Oct. 19, we filed a class action grievance on pay for RNs. An ER nurse, ONA member Meagan Snodderly, had been communicating with Human Resources (HR) because she did not move to step eight on her eight-year anniversary as a RN with Providence Newberg. She had been working as a RN with our hospital since Sept. 27, 2009. The contract requires “advancement to step eight (8) after 8 years of consecutive employment with the Medical Center” (see Appendix A). HR thought that Meagan did not qualify for step 8 until she had been on step six (6) for 2 years. There is not a seventh step. They were using the anniversary date of the contract ratification (April 27, 2016) as the date that Meagan would qualify for her next step pay raise. This is separate from the raise that everyone received on 1/1/17, a 2.5% increase and will receive on 1/1/18, another 2.5% increase.

Based upon administration’s assertion, we filed a grievance on Meagan’s behalf and made it class action since we believed other nurses may be similarly situated. We also filed an information request asking for

1) A list of nurses in the ONA bargaining unit

2) Their hire date as a RN at Providence Newberg.

3) The step rate of pay they are currently on

Last Thursday, Oct. 26, HR contacted us and let us know that we were right and that the grievance will be honored!

Meagan was immediately moved to Step 8 and she will receive back pay until Sept. 27, 2017. The hospital will be doing a deeper analysis to see if there is anyone else that is on the wrong step. HR also answered our information request by sending the above information in a spreadsheet.

There is an issue with Providence’s record keeping when it comes to the Newberg hire date. They are relying on what the nurses have reported to them. We have already sent in a correction beyond Meagan’s pay concern.

Pay is either based upon your consecutive years with Providence Newberg or your years as a registered nurse in an acute care hospital. There are stipulations on hours worked when assessing your previous experience.

If you believe that your pay is incorrect, please reach out to one of your officers or your labor representative for assistance.
Vote YES on Measure 101 to Protect Health Care Access

Oregon voters will face a decision on whether or not to protect health care for more than 350,000 children, adults with disabilities, seniors, and low-income families in a special election Jan. 23, 2018.

Measure 101 asks voters to uphold the bipartisan Oregon Healthcare Protections Bill which the legislature passed in the 2017 legislative session. Nurses, hospitals, insurers, Democrats and Republicans all supported the bill in order to fund health care and lower premiums for more than half a million Oregonians.

Voting YES on Measure 101 means protecting health care for Oregonians who otherwise couldn’t afford care and are too often forced to go to the emergency room when they are sick. If the measure fails, thousands of our most vulnerable patients will be in jeopardy of losing their health care.

It is critical we stand together to protect Oregon families by supporting Measure 101 in the Jan. 23 special election.

Learn more, get involved, and add your name to pledge to vote YES on Measure 101, follow the link below.

www.OregonRN.org/YesOnMeasure101