On March 16, 2018, your Oregon Nurses Association (ONA) bargaining unit met for a second session of negotiations. Nurses throughout the hospital and even workers in the community wore stickers or buttons to show solidarity for the bargaining team! Newberg nurses wore “We Support Our Bargaining Team” stickers and community members wore “I Love Nurses” buttons. Many wore black to demonstrate support if they were able to. Some nurses couldn’t due to surgery scrub requirements or not owning black scrubs - but they participated by wearing stickers. We had observers come watch the bargaining process, many of whom had not been part of a negotiations process before.

Around 10:00 a.m. we met with Providence Newberg Medical Center (PNMC) administration. They initially brought five proposals to the table: Article 2 - Definitions, Article 3 - Membership, Article 4 - Equality of Employment Opportunity, Article 5 - Paid Time Off (PTO) and Article 8 - Hours of Work, Overtime and Breaks. Of these proposals, the most upsetting piece was the fact that administration did not consider any of our language proposed on having a harassment free workplace.

Your bargaining team caucused (a union only break) and chose to soften the language by using the words “Healthy Work Environment” instead. We also excluded some other language so that it mirrored Providence Seaside’s contract more closely. When we met with management again, we emphasized that this was a pressing issue for several of our members and we would need to see movement on this. The fact that there is precedence in another Providence contract
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should make them more amenable to our request. We made it clear that we want to be able to grieve behavior patterns that are abusive. Their chief negotiator said that there are other channels to handle these issues. In our experience, those channels usually require hiring an attorney. Having an opportunity to resolve an issue internally before possibly suing and/or reporting to the Bureau of Labor and Industry (BOLI) is really doing the employer a favor.

We also proposed amendments to Article 2- Definitions, Article 5- PTO (our second proposal), Article 6- Holidays and Article 9- Hours of Work and Scheduling.

In PTO, our main ask is that a nurse be part of the decision making with management on how many nurses should be allowed off at a time. We also want education to be considered separate from PTO, since that has already been determined in the last round of bargaining. Where we did make headway is on getting the rationale for a PTO denial and allowing an alternative method for holiday rotation and/ or PTO scheduling.

In the Holidays section, we proposed adding 3 paid holidays- New Year’s Eve, Easter Day and Christmas Eve. Our rationale for Christmas Eve and New Year’s Eve is that it is part of the holiday list that you have to sign up for to work. For Easter, it is due to us being a Catholic health system. We also added language stating “Nurses that are unable to work due to a department closure (on a holiday) will be kept whole in their pay (at straight time) without having to use PTO”. The employer did not respond to this article yet.

In “Hours of Work and Scheduling”, we added clarity on weekend equitability, receiving a minimum of 3 hours of pay when the employer doesn’t notify the nurse that there is no work available, template (or pattern) scheduling language and self-scheduling language. The employer responded with interest in paying the 3 hour minimum when there isn’t proper notification and some recognition of our need for
pattern schedules. This article has not been finalized.

Your team discussed some other items, but that is the crux of the main concerns addressed at this session. All of the proposals (and theirs) will be put up on our website this week. Please take a look!

When you get a chance, please express support for your hard working bargaining team! We have the best interest of the bargaining unit in mind, so if you are able to trade a day so one of us can be at the bargaining table, participate in actions, and can come observe, we greatly appreciate it!

Yamhill county workers wear "I love nurses" buttons to show solidarity with you!

Incentive Pay Grievance

In late February a grievance was filed on behalf of two Emergency Room (ER) nurses, Deana Anderson and Sharon Barbosa. These two nurses were denied special incentive pay (also known as SIP pay) during weeks that they took preplanned PTO. Later, ER nurse Ally Richardson, joined the grievance but her situation was slightly different.

It took some time to schedule the meeting, but we met with Theresa Osborne, HR and Greg Johnson, ER Manager last Thursday, March 15, to discuss the violation of our contract.

We made several arguments in this step one grievance meeting. First, other ER nurses did get incentive pay recently. Second, Sharon has received incentive pay during PTO weeks several times before, so there is a past practice. Third, Sharon and Deana had this time off approved (Continued on page 4)
Incentive Pay Grievance  (continued from page 3)

several months before and had no indication that extra shifts would need to be filled that week (in other words- they aren’t “gaming” the system) and fourth, that the incentive pay article in the contract does not exclude PTO from being a reason to not receive SIP pay. Other exclusions are spelled out though. Fifth, all three nurses had proof that their shifts in question were once deemed incentive shifts.

In Ally’s case, she was ill that week and employee health told her to stay home. She picked up an additional shift once she felt better. There is nothing in the incentive shift article that excludes calling out sick as a reason for not receiving incentive pay.

The employer has 14 calendar days to respond our grievance in writing although Theresa Osburne in HR said that she would respond within 7 days."

If you believe that you have been affected by this grievance, please reach out to one of your union officers or your Labor Representative, Jocelyn Pitman at pitman@oregonrn.org

Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
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4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.