Oregon Nurses Association (ONA) bargaining team met with Providence Newberg Medical Center (PNMC) administration on Tuesday, April 3, 2018, for our third negotiation session. Both parties provided several proposals and counterproposals, so there was a lot of movement. To date, we have not reached any tentative agreements yet.

Here are some highlights of what we proposed:

- A 5% across the board (ATB) wage increase effective 1/1/2019.
- A 3% ATB wage increase effective 1/1/2020.
- Added steps to the wage scale: 7, 11, 14, 17, 19, 23, 24, 27 and 30.
- Simplified language on when we advance to the next step and how nurses are placed on the wage scale.
- A Clinical Ladder program that is similar to what Providence Milwaukee has.
- Increased differentials for Charge Nurses, Relief Charges, Evening Shift and Night Shift. We mirrored what St Vincent’s recently received.
- Clearer language on when you receive special incentive pay (SIP). Any open shifts would be above a nurse’s full time equivalent (FTE).
- Incentive dollars would be given to us regardless of participation in the Choose Well/ Virgin Pulse health
incentive program. This proposal is due to the fact that the employer did not bargain with us when making the program much more onerous than in previous years.

• A fairshare membership agreement for nurses hired after the contract expires (4/30/2018). We have greatly increased our membership and union participation in the last year and a half. We would like everyone to pay their fairshare so we can achieve a strong contract.

One of the most upsetting moments of the day was how PNMC administration was not willing to accept any of our “Healthy Work Environment” language. We proposed this the last time we met. Several nurses (at least 10) experienced harassment on the job over the last few years, by more than one perpetrator. While one case was eventually resolved, the other one was not. The harassment has been both sexual and bullying of a more general nature. We do not feel confident in PNMC administration’s investigatory process and would like the ability to grieve these situations. It is very concerning that PNMC administration is not willing to even have the same “Healthy Work Environment” language that the Providence Seaside Hospital contract has.

In addition, administration did not accept many items that we have proposed. They are not willing to accept:

• Our proposal to have a nurse involved in decision making on how many nurses can be allowed off for paid time off (PTO) at a time.

• Holidays being added to our contract. We asked for Christmas Eve, New Year’s Eve and Easter to be added.

• Surgical Services: being kept whole in our pay when the department is closed for a holiday. We would not have to use PTO.

• Extended Illness Time: We proposed that this become a true sick leave bank. Several nurses have had trouble accessing it due to the requirement of exhausting PTO first for family leave and having to miss three scheduled work shifts for a disabling illness.

• Our request for weekend equitability in scheduling.

• Our template scheduling and self-scheduling proposals. Having predictability in scheduling is probably one of the biggest job satisfiers.

• Volunteers being allowed off first in the low census procedure.

If you are interested in seeing the proposals, they will be on our website next week.

In order to get a strong contract, we need many more nurses involved! We bargain next on Wednesday, April 25, 2018. Please come and observe to support your ONA bargaining team and to put pressure on PNMC administration to listen to our requests! Please contact one of your bargaining team members or your Labor Relations Representative, Jocelyn, at Pitman@OregonRN.org to get involved!

2018 Convention and House of Delegates
Wednesday, April 18 - Friday, April 20
The Riverhouse on the Deschutes, Bend, OR