On Thursday, May 3, we met with administration for our fifth negotiation session. The most positive point in the day was when administration proposed language that has the potential to address our concerns about harassment and fostering a healthy work environment. This occurred when observers were present. They are proposing that we develop a multidisciplinary committee, potentially called the “values” committee that would install the 5 mission tenets that Providence recently amended - compassion, dignity, justice, excellence and integrity.

This committee will include 4 Oregon Nurses Association (ONA) nurses on paid time, up to a maximum of 2 hours per nurse per meeting. The committee will develop protocols that include:
- An avenue for reporting behavior concerns
- A commitment that good faith reports will not result in retaliation
- An avenue for the Hospital to educate staff on policies and processes centered on the values
- And a robust communication plan to all caregivers about these commitments.

While we are excited about the progress made, we are still carefully considering their proposal. Some of our members have expressed concern that the value of respect has been removed from the mission. Respect is an important value in these matters. We also know that this proposed committee would be the first of its kind in all of the Providence facilities for Oregon. While that is an exciting prospect, it is difficult to know whether this avenue will truly prevent harassment from occurring in the future.

Your bargaining team also made a third proposal on Article 6 - Holidays. We still are asking that New Year’s Eve and Christmas Eve be paid holidays, since
you have to bid on them like all the other holidays. We amended the language for those whom are unable to work due to department closure so they have the option to use a mandatory day off (MDO, aka low census) paid or unpaid to fulfill their FTE. Administration has shown interest in allowing the MDO paid or unpaid, and we are still working through that language. They have not shown interest in paying for any additional holidays.

We made our third proposal on Article 9 - Hours of Work and Scheduling. We are working on what occurs when one of us shows up for work without being notified, how schedules are set (template or self-schedule) and how to fairly schedule nurses on weekends. We made a lot of headway on this article and feel like we are getting close to a tentative agreement. Having transparency on how schedules are made, having fairly consistent days on and off, allowing schedule bidding by seniority and letting a nurse review the schedule before it is approved will help increase our retention rate and improve morale.

Both parties made subsequent proposals to Article 24 - Low Census. While we eventually agreed to the low census call off order, administration did not accept our language on the hour cap per pay period. We agreed on how long we have to arrive at work when being called in on standby: 30 minutes plus travel time for most nurses. For nurses that have an expectation to arrive at work within 30 minutes based upon their job description/department, that policy will continue. Administration did agree to provide a sleep room on a first come, first serve basis. We are still working on getting involuntary low census hours to count towards the personal and family leave (FMLA/ OFLA) hours requirement.

Administration has several important proposals of ours that they haven’t responded to yet. Our wage proposal, which includes wage increases that look at the increased cost of living, clearer language on how to advance to the next step, improved incentive shift language, increases to differentials and more. Our proposals on health insurance, professional development and clinical ladder also have not been responded to. We need more traction on how we are going to safely relieve each other for breaks, receiving overtime after 36 hours and how we can have more of a voice in our practice (in reference to our Professional Nursing Care Committee (PNCC) proposal).

How will we get there? By having your support! Several observers have attended one of the last two sessions. Having observers present has helped lead to better language proposals from administration. We will be negotiating next week on Tuesday, May 15. Please let us know if you will attend by emailing Jocelyn at: pitman@oregonrn.org

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI