After nearly 12 hours of bargaining on Friday, Aug. 10, our ONA bargaining team reached a tentative agreement with Providence Newberg Medical Center (PNMC)!

The vast majority of the core items that we were pushing for were agreed to on Friday. Here are the core agreements:

- **Healthy Work Environment Language**
  "The Hospital and Association agree that mutual respect between and among managers, employees, co-workers and supervisors is integral to a healthy work environment, a culture of safety and to the excellent provision of patient care. Behaviors that undermine such mutual respect, including abusive or “bullying” language or behavior, are unacceptable and will not be tolerated". In addition, we agreed to their proposal to “convene an ongoing committee to meet and work collaboratively to foster these goals. The members of the committee will be multidisciplinary, and will include a maximum of 4 nurses from the bargaining unit. The time spent by bargaining unit nurses will be paid, up to a maximum amount of 2 hours per nurse per meeting. The committee will develop protocols to ensure that all who are part of the PNMC workforce understand this commitment. Those protocols will include provisions for the following:

  - An avenue for reporting concerns about behavior;
  - A commitment that such good faith reports will not result in retaliation;
  - An avenue for the Hospital to educate staff on policies and processes centered around the values of Providence; and
  - Robust communication plan to all caregivers about these commitments…."
Bargaining Session #10

- A Commitment to Providing Breaks and Lunches

“Both PNMC and ONA are committed to providing breaks and lunches for all eligible nurses. A committee will be developed to look at data on missing breaks and lunches, devise evidence-based strategies to reduce the amount of missed breaks and meal periods, and make recommendations to the Staffing Committee. The committee will be comprised of one (1) nurse from each department: Emergency, ICU, Medical/Surgical, Birth Center and Surgical Services, and five (5) management representatives. This committee will meet no less than quarterly throughout the duration of this agreement. Each bargaining unit nurse will be paid up to a maximum amount of 2 hours per nurse per meeting. ONA will conduct the elections for this committee.”

- A 2% Raise on 1/1/2019 and Another 2% Raise on 1/1/2020

These raises will keep you competitive in the Providence system.

- Improved Incentive Shift Differential (SIP) Language

Nurses who work an additional incentive shift that is “non-contiguous” will receive the $18 per hour shift differential ($19.25 per hour on weekend shifts) regardless of the length of the shift! The removal of the four hour minimum will help both the nurses and administration during peak times.

- Increased shift differentials

Charge Nurses- $3.25 per hour (was $3.00 per hour)
Relief Charge Nurses- $2.35 per hour (was $2.25 per hour)
Evening Shift- $2.10 per hour (was $2.10 per hour)
Night Shift- $5.70 per hour (was $5.60 per hour)

- Improved scheduling language

“Weekends will be shared equitably among nurses. When template or every 3rd weekend schedule options become available, department seniority will be the governing factor.

Setting of Schedules: The Medical Center has the right to set schedules on patient or operational needs. The Medical Center will seek to accommodate, consistent with operational needs, nurses’ desires for regularity in their scheduling patterns. If the nurses on a unit present a proposal to create a template or self-schedule, supported by the majority of the nurses on a unit, management will approve or deny the proposal based upon articulated patient care or operational needs. To receive support, any schedule must meet core staffing needs without incurring additional overtime or extra shift premium. When there are permanent changes to the schedule, the Medical Center will discuss the proposed change(s) with the affected nurse(s) and will provide at least thirty (30) days notice of permanent changes.

- Open templates or patterns will be bid on based upon seniority in each unit.
- In the event of holidays, leaves of absence or other reasonable operational needs, temporary changes may be made prior to the schedule posting or with agreement with the affected nurse after the schedule is posted.
- For the purpose of scheduling, per diems will be assigned or scheduled prior to any balancing of schedules,
- All schedules will be reviewed by a bargaining unit nurse. Any concerns on the schedule will be sent to the manager in writing. The manager will assess the concerns, make changes as needed and approve the final schedule…”

All of these agreements would have not been possible without the leadership, strength and commitment of our bargaining team! Please take the time to thank Valerie

Continued on page 3
Whitmore, Brandi Osborne, Debra Bonn, Lisa Carey and Sharon Barbosa for the countless hours they spent advocating for a fair contract! In addition, thank you to all the nurses that signed pledge cards for an informational picket! A strong majority of you did so, and that helped motivate administration to settle!

2019 ONA NURSE LOBBY DAY

Tuesday, February 5, 2019

Join hundreds of nurses and nursing students at the State Capitol in Salem.

ONA will provide resources, materials and training to all attendees. First-time participants are welcome. ONA Nurse Lobby Day is open to all ONA members and student affiliates (Oregon Student Nurses Association members).

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Receive continuing nursing education contact hours

It's vital that we have nurses represented in the discussions and decision about the issues that matter most to us this legislative session.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

www.OregonRN.org/OnlineCE

Pay close attention to your email, voting dates and times coming soon!