On Monday, Feb. 11, Oregon Nurses Association (ONA) nurses from every Providence hospital in Oregon wore “Work Safe, Not Sick” stickers to show unity with the Portland Providence (PPMC), Home Health and Hospice (PHH&H), Seaside and Willamette Falls nurses whom are currently in negotiations and have received a proposal from management that would eliminate the Extended Illness Time/Banks (EIT/ EIB) program by the end of 2020.

The meaning behind the slogan is that nurses will feel compelled to work sick more often because they will be dipping into more paid time off (PTO) (and in most cases have less PTO) before being eligible for Providence’s new short-term disability (STD) program. In addition, many nurses have had trouble getting PTO approved. Nurses want PTO preserved for vacations, not ill time.

EIT (which is 100 percent of pay) would be replaced with an employer paid STD program (65 percent of pay), which would be taxed. In addition, PTO banks would be affected. While some nurses would experience gains, most would lose PTO. The waiting period for the proposed STD program would be seven (7) calendar days, versus the current 24 scheduled hours. This means more PTO would be used before even being eligible for the STD program, especially nurses who work several shifts in a row.

Many tenured nurses have hundreds of hours of EIT saved; some are at the maximum of 1,040 hours. Those nurses face losing it all in less than two years if they don’t use it. If several use their EIT before 2020, many Providence units will face a staffing crisis. Based on what has been proposed at PPMC and PHH&H, which has similar contract language to Newberg, below is a table detailing how
Work Safe, Not Sick!

we believe you would be affected if management proposes the same program when we bargain in 2020 (this is not an all-inclusive list).

Questions? Please don’t hesitate to reach out to your manager, HR, your bargaining unit officer or your labor representative.

This week’s action was to show solidarity with our other Providence units. We know what happens at the large Providence facilities (particularly PPMC and St. Vincent’s) eventually trickles down to us. It is not fair for the employer to take away a benefit that many tenured nurses have worked hard to save up for when they really need a medical leave. An injury to one is an injury to all!

Current Contract language

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>PTO (0.9 FTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to &lt; 3 yrs.</td>
<td>180 hrs.</td>
</tr>
<tr>
<td>3 to &lt; 4 yrs.</td>
<td>180 hrs.</td>
</tr>
<tr>
<td>4 to &lt; 5 yrs.</td>
<td>216 hrs.</td>
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<tr>
<td>5 to &lt; 9 yrs.</td>
<td>216 hrs.</td>
</tr>
<tr>
<td>9 to &lt; 10 yrs.</td>
<td>252 hrs.</td>
</tr>
<tr>
<td>10 to &lt; 15 yrs.</td>
<td>252 hrs.</td>
</tr>
<tr>
<td>15+ yrs.</td>
<td>252 hrs.</td>
</tr>
</tbody>
</table>

Extended Illness Time (EIT)
-Accrue up to 56 hrs. per year
-100% paid before taxes
-24 hr. scheduled waiting period before accessing
-EIT available for OFLA qualifying reasons - family members

PPMC/PHH&H Proposals

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Proposed PTO (.09 FTE)</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to &lt; 3 yrs.</td>
<td>180 hrs.</td>
<td>0 hrs.</td>
</tr>
<tr>
<td>3 to &lt; 4 yrs.</td>
<td>202 hrs.</td>
<td>+22 hrs.</td>
</tr>
<tr>
<td>4 to &lt; 5 yrs.</td>
<td>202 hrs.</td>
<td>-14 hrs.</td>
</tr>
<tr>
<td>5 to &lt; 9 yrs.</td>
<td>216 hrs.</td>
<td>0 hrs.</td>
</tr>
<tr>
<td>9 to &lt; 10 yrs.</td>
<td>238 hrs.</td>
<td>-36 hrs.</td>
</tr>
<tr>
<td>10 to &lt; 15 yrs.</td>
<td>238 hrs.</td>
<td>-14 hrs.</td>
</tr>
<tr>
<td>15+ yrs.</td>
<td>252 hrs.</td>
<td>0 hrs.</td>
</tr>
</tbody>
</table>

Providence Paid Short-Term Disability (STD)
-Automatic
-65% paid before taxes
-7 day waiting period before accessing
-Have to use EIT by the end of 2020
-STD program will be managed by Sedgewick, which has been problematic for nurses

Parental Leave
-Current EIT program can be used (100% pay)
-Current STD plans available for up to $30 per pay period (untaxed)

Proposed Parental Leave
-New STD program is used (65% pay up to 6 weeks)
-Can top up the STD with EIT until end of 2020

PMH nurses in support of Work Safe Not Sick

PHH&H nurses in support of Work Safe Not Sick
What are Your Weingarten Rights?

In the case National Labor Relations Board vs. J. Weingarten, Inc., the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it’s important that we all know our rights in order to protect ourselves and our coworkers. How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

• Ask the supervisor or manager who is present, “Could this meeting lead to discipline or affect my personal working conditions?”
• If the answer is “Yes,” stop the meeting immediately.
• Invite your Weingarten Rights by saying: “If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”

• Contact your ONA steward or ONA labor representative immediately, or call the ONA office at 503-293-0011.
• Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present! Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.
ONA BARGAINING UNIT LEADERSHIP CONFERENCE

April 10-11, 2019, Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton and Executive Towers in downtown Portland.

- Use concerted actions to solve problems
- Build strength with issue-based organizing
- Identify and develop new nurse leaders

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Who Should Attend
Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration
Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon