Third Virtual Bargaining Session

Your ONA/PNMC Bargaining Team!

Your Oregon Nurses Association (ONA) bargaining team had our third virtual bargaining session with Providence Newberg Medical Center (PNMC) administration on Wednesday, May 27. Each party sent the other proposals, with the primary focus being on language cleanup.

For administration, they proposed:

- Response to our Article 12 – Employment Status. Accepting our changes to the words corrective action instead of discipline and just cause instead of proper cause. This language is reflective of what some other Providence facilities agreed to last year. They did not agree to our proposal to waive the probation/introductory period for Providence transfers.
- Response to our Article 14 – Leaves of Absence proposal. They did not accept what we proposed regarding low census counting towards the calculation of FMLA/OFLA hours.
- Response to our proposal on Article 17 – Association Business. They agreed to most of what we proposed regarding the employer furnishing information to ONA.
- Response to our proposal in the Article 22 – Seniority section. They made some language changes that are consistent with our other
Third Virtual Bargaining Session (continued from page 1)

proposals. They did not accept our ask to notify us of when new nursing positions are created that they have deemed are not in the bargaining unit.

- Response to our proposal on Article 7 – Extended Illness Time. They accepted most of what we proposed, which is consistent with the changes that were made last year in many other Providence contracts. They also added language regarding the short-term disability plan and the paid parental leave benefit.

For ONA, we proposed:

- Changes to Appendix B.
  - Increasing the standby rate to $5 per hour
  - Increasing the minimum number of hours to be assigned when called in on standby to 4 hours.
  - Changing the callback rate to $25 per hour.
  - Adding new language for nurses who are prescheduled on standby. This is mainly for surgical services, who take a lot of call. We proposed an $11 differential. These nurses are on standby up to 24 hours at a time. We followed up this section with an information request.

- We proposed minor changes to Article 11 – Staffing, making the language consistent with our staffing request and documentation forms. They responded later in the day, accepting what we proposed and adding new language.

- We proposed some changes to Article 10 – Floating, editing the section regarding floating to an area with a primary patient load and removing language about having to put your objection in writing. We also added language about not being capable of taking a different assignment. Overall, we strengthened the language to minimize floating.

- A slight change to Article 9 – Hours of Work and Scheduling, to be consistent with our proposal on standby and callback. If PNMC does not call you off the schedule in time due to lack of work, they should give you a minimum of four hours of work.

PNMC canceled our June 2 bargaining session. Our next session is scheduled for Tuesday, June 16. If you have any questions, please do not hesitate to reach out to one of your union officers or labor representative.

ONA/PNMC NEGOTIATIONS TEAM
- Brandi Osborne, Chair (Birth Center)
- Lisa Carey, Vice-Chair (Surgical Services)
- Wendy Touzeau, Secretary (ICU)
- Laura McBride, Treasurer (ED)
- Theresa Muncy, Membership Chair (ICU, SANE)
- Jocelyn Pitman, ONA Labor Representative

MANAGEMENT NEGOTIATIONS TEAM
- Melissa Burns, CNO
- Tashi Haarsma, Manager (Med/Surg, ICU)
- Pam Weaver, Manager (Birth Center)
- Patti Bolthouse, Manager (Surgical Services)
- Xavier Champagne, Manager (ED)
- Marianna Sorenson, Human Resources
- Dan Mueller, Attorney