It’s Just a Couple Hundred Dollars

On Thursday, Aug. 13, we met with Providence Newberg Medical Center (PNMC) administration remotely for our fifth bargaining session. The most shocking news of the day was that PNMC management proposed removing the vision benefit. PNMC’s chief negotiator said, “It’s just a couple hundred dollars.” This was very surprising as the benefit itself is not that comprehensive to begin with, yet they are proposing there would be no vision coverage. It would be voluntary.

Below are the current premiums full-time nurses pay for vision coverage (24 pay periods per year):

- $5.22 RN only
- $9.39 RN plus children
- $10.43 RN plus spouse/partner
- $15.35 RN plus family

PNMC management did not give us a fully written proposal about what this meant exactly, but they informed us they would not be paying the 50 percent of the premiums any longer. We think it is absurd for a company that is so profitable to propose a benefit takeaway that is necessary for so many nurses.

Ironically, all of our officers were wearing glasses at this bargaining session.

“I have my entire family on the vision plan. We all get annual exams. I wear contacts and glasses - it’s important for the work I do. Providence can afford to maintain paying 50% of this benefit.”

Meagan Snodderly, ER

Do you take advantage of the vision benefit? If so, we want to hear from you! Please message one of your officers or labor representative, Jocelyn Pitman at Pitman@OregonRN.org to make your voice heard! Better yet, participate in one of our meetings (open to all ONA nurses, regardless of membership status) next week on Wednesday, Aug. 26 and Friday, Aug. 28 via Zoom; visit page three for more details.

Other Counterproposals

PNMC management:

- NO to overtime above 36 hours, even though the majority of our Providence contracts have this pay practice.

- NO to our proposed low census cap, even though Providence Portland Medical Center (PPMC) and Providence Seaside Hospital (PSH) were able to add this in their respective contracts last year. They

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Bargaining Update - Providence Newberg Medical Center (PNMC)

Other Counterproposals

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are proposing for data to be reviewed in our task force committee instead.

- NO to our proposed floating differential, and no guarantee of a minimum amount of hours for cross training.

Both parties exchanged:

- Proposals on the employment status article, which covers corrective action, the introductory period and reports to the nursing board. Our core outlying item is regarding the introductory period.

ONA proposed:

- Our second version of professional development, which covers mandatory education. We are holding the line on having more uninterrupted time for mandatory education. We need dedicated time for core competencies, and we need PNMC to provide a distraction free environment for those who request it when completing Healthstream education.

- Our second version of the seniority proposal, asking for ONA to be notified prior to RN positions being posted where PNMC management deems that they are not in the bargaining unit.

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

Your ONA/PNMC Bargaining Team!

New PPE Safety Committee Gives Nurses a Voice: Join Today!

Thanks to strong, ongoing advocacy work by ONA members and staff—including sharing your experiences and concerns around personal protective equipment (PPE) reuse and shortages with ONA staff, elected officials, state regulators, the media and the public—Governor Brown and the Oregon Health Authority (OHA) have moved to strengthen PPE safety standards, PPE reporting and oversight.

Starting Sept. 1, every Oregon hospital must establish a PPE safety committee to provide recommendations on PPE use, verify PPE supply and offer meaningful input into PPE policies and safety issues.

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PPE Safety Committee (continued from page 2)

PPE safety committees will be comprised of equal numbers of frontline and non-direct care staff from multiple departments and management. Frontline and non-direct care staff will be chosen by their coworkers. In addition to safety committee members, an ONA labor representative or other union representative may attend meetings as an observer.

Are you ready? Use your voice to ensure safe PPE use for yourself, your coworkers and your patients. Contact your ONA labor representative today to find out how to join your facility’s new PPE Safety Committee.

Click here to learn more about PPE Safety Committees

Click here to view the updated OHA guidelines around resuming non-emergent and elective procedures

Bargaining Unit Meetings on Zoom

Please join us for a bargaining unit meeting to discuss what we can do to organize against these unfair proposals and receive a good contract! Please RSVP to your Labor Representative, Jocelyn Pitman, by emailing Pitman@OregonRN.org or reach out to one of your union officers to receive the Zoom information.

All PNMC ONA nurses are welcome to attend, regardless of membership status!

Wednesday, Aug. 26, 5 - 6:30 p.m.

Friday, Aug. 28, 9:30 - 11 a.m.

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, have built-in spam/junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various potential causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email and saying you want to be added to ONA’s email list.

We will update our records so you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Spam/Junk Filters**: Emails from ONA are being flagged as junk or spam by your email service provider.

2. **No Email**: ONA does not have an email on file for you.

3. **Bad Email**: ONA has an incorrect or outdated email on file.

4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.

5. **Opted Out**: You have opted out of receiving emails.

6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.

2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.