Two Article Agreements Reached!

We met for our sixth bargaining session virtually on Tuesday, Sept. 8. The day became more surreal as the sky color changed due to the fires. Although we all were distracted by this, we were finally able to make some movement at the table.

We tentatively agreed to two contract articles – Seniority (Article 22) and Task Force (Article 29):

**Seniority**

The core change we added is this language: The Medical Center will make a good faith effort to include at least one (1) department nurse in the interview process for bargaining unit positions to provide feedback on qualified candidates, provided such participation does not result in overtime or other premium pay. The ultimate decision-making authority resides with the manager.

**Task Force**

The core change is we increased the representatives on the committee by one member for both labor and management. In exchange, we agreed to remove the breaks and meals committee, as it has been difficult to staff. Our break relief nurse proposal is still on the table.

In addition, we made proposals on these articles:

**Extended Illness Time (EIT)**

Increasing the duration where EIT can be used for both self and family members.

Management proposed that the new short-term disability plan start in March 2021, with EIT being able to top it off and be used for caring for family members until March 2022. EIT could

*continued on page 2*
Two Article Agreements Reached! (continued from page 1)

be used for family members only from March 2022 – December 2022.

We proposed that EIT could top off short term disability and be used for family members from March 2021 – March 2024, increasing two years of usage compared to management’s proposal. We also proposed that EIT can be used to care for family members as soon as the contract ratifies.

Professional Development

In relation to getting uninterrupted time for mandatory education, we proposed: If after discussing the issues with the manager the nurse continues to find it difficult to find adequate uninterrupted time away from patient care duties to complete mandatory education or the nursing evaluation, the nurse may escalate the concern through the chain of command to ensure there will be uninterrupted time.

Management responded with a weaker, less enforceable version of this language.

We bargain next on Sept. 17.
Please stay safe everyone!

Know Your Rights: New Steward Trainings

Attend an ONA Steward Training for Providence nurses from the comfort of your own home. The next training is Sept. 16, 2020, from 1:00 to 5:00 pm.

Still accepting registrations through Sept. 15. Materials will be emailed to registrants prior to the time of the class.

Click here to register now for the next Providence system-wide basic steward training via Zoom. Additional dates:

Wednesday, Oct. 14 @ 9 a.m. to 1 p.m. & Thursday, Nov. 19 @ 10 a.m. to 2 p.m.

Protect People Not Profits Campaign

Thousands of nurses across 10 Providence Oregon facilities are uniting to demand critical COVID-19 protections including emergency leave, adequate PPE, protections for vulnerable nurses and safe staffing.

We are Strongest Together

More than 3,200 ONA nurses across 10 Providence facilities in Oregon have come together to win critical COVID-19 protections, share common concerns and advocate collectively to strengthen the voice of nursing within the Providence system and across the state.

Find out how you can help win an extension to COVID-19 protections, contract improvements and to ensure Providence lives its mission and Protects People, Not Profits. Together we can make a difference.

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Share your story about how Providence cuts negatively affect you, your family, your patients and your coworkers.

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