Bargaining Update #9
Oct. 14, 2020

Bargaining Continues

We held our ninth negotiation session with Providence Newberg Medical Center (PNMC) on Monday, Oct. 12. We made some headway in this session, even though administration only scheduled to meet with us for five hours. We addressed this concern and they agreed to extend our next session (Oct. 30) to an eight-hour day.

We tentatively agreed to one proposal on Article 12 – Employment Status, which includes information about corrective action (formally called discipline) and the introductory period (formally called probationary period). You’ll be able to find that agreement on the ONA/PNMC bargaining unit webpage soon.

We also made headway on Article 4 – Equal Employment Opportunity. This is the article that includes healthy work environment language. Administration did agree to allow a nurse to bring an ONA representative to a meeting where concerns were being addressed regarding workplace harassment.

HEALTH AND WELFARE

PNMC responded to our last proposal. Instead of the vision takeaway happening in 2021, they are proposing that it be taken away in 2022. When they were asked about the financial details around this change, administration said they would have to get back to us. They did not respond to our proposed language regarding safety, which included providing additional staffing for bariatric, mental health and/or violent patients.

NEXT BARGAINING SESSION:
OCTOBER 30

FLOATING

Administration did not agree to either of our proposed differentials for floating. We had proposed a $2 per hour helping hands/constant observer differential and a $3 per hour differential for nurses that accept a patient assignment outside of their department. We had explained that nurses are feeling pressured to float to departments they had once worked in, and if a differential is involved that would lessen the burden. In addition, PNMC saves money by having nurses maintain two or more different skill sets and that should be rewarded with a financial incentive.

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Bargaining Update - Providence Newberg Medical Center (PNMC)

ONA MEMBERSHIP PROPOSAL

We have proposed language that practically every other ONA-represented Providence facility has, which is that nurses are either members or pay a representation fee. We had future dated this when we opened this article back in May, meaning that the agreement would be for new hires, not current employees.

WHAT’S NEXT?

After nine sessions, we have recognized that it is time to bring in a neutral mediator after our Oct. 30 bargaining session. The Federal Mediation and Conciliation Service (FMCS) is a federal agency that provides skilled mediators to help parties reach an agreement on the comprehensive contract. We have reached out to the mediator to see if they are available in November. We had a mediator from FMCS help us settle the contract two years ago when tensions were high, and we were on the verge of going public with our concerns.

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 Thursday, Nov. 19 from 10 a.m. to 2 p.m.

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, or go to: https://bit.ly/STEW-TRAINING.

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