On Friday, Oct. 30, we entered our 10th bargaining session with Providence Newberg Medical Center (PNMC). We met with PNMC administration for a couple of hours in the morning, then a mediator joined us midday to help us settle the contract.

Mediation is a voluntary process that brings a neutral third party into negotiations as a facilitator. A mediator is assigned by The Federal Mediation and Conciliation Service (FMCS), an independent agency of the federal government whose mission is to preserve and promote labor management peace and cooperation in accordance with the National Labor Relations Act (NLRA).

The mediator will assist us in reaching agreement by facilitating discussions to improve the bargaining process. Mediation may or may not lead to an agreement between the parties and the mediator has no authority to impose an agreement upon either party.

We did tentatively agree to two contract articles this last Friday, Oct. 30; Article 4 - Equality of Employment Opportunity and Healthy Work Environment and Article 17 - Association Business.

In Article 4, we achieved our main goal which was to allow union representation during an investigation meeting related to harassment, whether they filed a complaint, or someone filed a complaint against them. In addition, the new Oregon Workplace Fairness Act is addressed in this article. We agreed to remove the Healthy Work Environment Committee with these changes. Those issues can be addressed in our expanded task force committee meetings.

In Article 17, we clarified what information the employer provides to ONA so that we can properly represent you and so that we can internally organize the bargaining unit for strength.

Our core outstanding items are:
- Break relief nurses
- Overtime at 36 hours
- Clearer language on incentive pay
- Improved language on callback/pyramiding
- A low census cap
- Maintaining our medical, dental and vision benefits without increased costs
- Floating
- Wages and differentials

For those of you who participated in the recent unity breaks, thank you! While the intent of these breaks was to get a strong COVID-19 agreement for all of our ONA-represented Providence units,

continued on page 2
Bargaining Continues (continued from page 1)

your participation was two-fold at PNMC - this greatly helped with our contract negotiations as well! PNMC nurses from every department came together to tell administration that it is time to start listening to nurses! Many more ONA nurses at Providence participated at all the facilities Click here to view Unity Breaks Across the State update.

Our next bargaining session will be an all-day mediation on Tuesday, Nov. 10, 2020. For those of you who have participated as an observer before, thank you! Unfortunately, observers are not permitted during the mediation process however there will be other ways to show your support - stay tuned.

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

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org