On Monday, Nov. 4, we met with Providence Newberg Medical Center (PNMC) administration for our third Sexual Assault Nurse Examiner (SANE) negotiation session. The ball was in PNMC’s court for responding to our last comprehensive proposal. Melissa Burns, Chief Nursing Officer (CNO) and Marianna Sorensen, Human Resources (HR) were present for administration. Savannah Jensen (Med/Surg, SANE Steward/Nurse), Brandi Osborne (Birth Center, ONA Officer), Gillian Bozada (Med/Surg, SANE Nurse, by phone) and Jocelyn Pitman (ONA Labor Representative) were present for the Oregon Nurses Association (ONA).

While PNMC agreed with our last proposal in principle, there was some resistance to paying back pay for preceptored cases that were performed between Dec. 2018 – Jan. 2019. We stuck to our position that preceptored cases are compensated just like any other nursing work and that all other facilities which have SANE agreements (Providence St. Vincent Medical Center, Providence Portland Medical Center and Providence Milwaukie Hospital) honored back pay when their preceptored cases were performed. It worked! Below is the compensation portion of the agreement we ended with.

**Compensation:**

**SANE Exams:** SANE nurses that are contacted by the Medical Center for a SANE case will be paid at the call-back rate (time and ½ their hourly rate) plus incentive pay of $18.00 per hour for hours worked on weekdays; $19.25 on weekends and will be paid 12 hours of on-call/standby pay compensation (or more should the shift worked be in excess of 12 hours), in addition to being subject to the 3 hour call back pay provision of Appendix B Section A of the Collective Bargaining Agreement. SANE certified nurses will be eligible for certification pay in Appendix C-Certification regardless of primary department.

**Standby/Call:** SANE nurses will be paid the on-call/standby rate of pay for call shifts of $4.00/hr. or as otherwise later defined by the ONA/PNMC contract. Appendix B.

**Shift Differentials:** SANE nurses will be paid shift differentials according to Appendix A, Section F-Majority of hours worked between 3 pm and 11 pm- $2.10 per hour. Majority of hours worked between 11 pm and 7 am- $5.70 per hour, or as later defined by the ONA/PNMC contract.

**Travel:** SANE nurses will receive mileage at the IRS rate for miles traveled (round trip) to a case at a Providence facility according to this mileage chart:

### Mileage Chart from PNMC – Round Trip

<table>
<thead>
<tr>
<th>Location</th>
<th>Miles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukie</td>
<td>63</td>
</tr>
<tr>
<td>Portland</td>
<td>54</td>
</tr>
<tr>
<td>St. Vincent</td>
<td>38</td>
</tr>
<tr>
<td>Willamette Falls</td>
<td>47</td>
</tr>
</tbody>
</table>

**Court Appearances:** Overtime rate of time and ½ hourly rate.
SANE Agreement (continued from page 1)

Training: Regular rate of RN’s primary position.

Retroactive Pay: Retroactive pay for SANE RNs at the agreed upon SANE exam rate for independent evaluations and preceptored cases (not applicable to other training or class time) on or after December 14, 2018.

Trial Preparation: Regular rate of RN’s primary position not to exceed 2 hours without SANE program nurse manager approval.

Please click here to find the signed contract on the ONA PNMC bargaining unit webpage.

Signing this SANE agreement was timely because last week was Forensic Nurses Week! Please take the time to thank the nurses pictured on the first page for the important work they do and to congratulate them on their new agreement!

Upcoming Union Meetings

We will be having two union meetings in early December to talk about extended illness time (EIT), short term disability (SSD) and paid time off (PTO), officer elections, negotiations for next year and anything else you would like to discuss.

Please attend one of the following meetings:

- Wednesday, Dec. 4, 4:30 - 9 p.m. in the Dundee Conference Room
- Monday, Dec. 9, 4:30 - 9 p.m. in the Sherwood Conference Room

Come for as little or as long as you can! Your ONA nurse officers will also be present. We will provide light refreshments. We look forward to seeing you there.

Don’t Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. Mislabeled: 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.