ONA Leadership Meets with Administration

TO UPDATE APPENDIX A—WAGE SCALES AND DIFFERENTIALS

For more than nine months, ONA leaders have been meeting with PNMC administrators to discuss strategies to retain trained and skilled nurses or recruit nurses to come and stay at PNMC. Our ONA leadership has tirelessly advocated for financial incentives for extra shifts, for retention bonuses that would recognize the historic efforts that nurses have provided to patients and Providence. Recently our ONA leadership team proposed that PNMC agree to reopen Appendix A – Wages. Updating the wage scale and differentials with market standards seems critical for maintaining current employees and equally necessary for the hospital to be able to recruit and retain new or skilled nurses.

On Wednesday, Nov 9, our ONA leadership met again with the administration in an effort to get an agreement on an expedited bargaining process that would lead to market wages and differentials. Late on Wednesday, management again pushed our next meeting date back by two weeks. Management is now saying they need until the first week in December to talk about increasing the wage scale and differentials. This has been the pattern for many months now, conversations about incentives, retention bonuses, and now wage increases have continually been pushed back. Come to the Nov. 16 union meetings in the Dundee Conference room to get more information, see page two of the newsletter for more information.

Registered Nurses who work at PNMC deserve market wages now; without getting pressured into an extended contract with real problems.

THE GOOD NEWS

The administration is in strong agreement that Appendix A – Wages should be updated soon. Both parties (ONA leaders and PNMC) are looking to confirm a second meeting to try to reach an agreement.

THE BAD NEWS

PNMC administration continues to demand that nurses agree to extend our current contract by 6 to 18 months which would mean our current contract would possibly not expire until June 30, 2025. Our ONA leadership team has communicated in strong terms that an extension of our current contract is not of interest due to many significant issues that need to be addressed sooner rather than later (Fall negotiations of 2023). Examples of issues that we believe need to be renegotiated are nurse staffing language, PTO issues, and the high cost of health insurance.
November 16 - Union Meeting

Come get updated!
There will be two drop-in union meetings for nurses to come and get information about what is happening with the wage and differential reopener.

Nurses Uniting to Raise Standards

Drop-In Union Meeting
November 16
Noon to 2 p.m.
Or
6 to 8 p.m.
Dundee Conference Room

There will be pizza, salad, and drinks at each meeting.

Hope to see many of you!

All Member Staffing Survey

Staffing, or lack thereof, is the hottest topic of conversation in hospitals across the country. Despite years of warnings, hospital administrators refuse to reduce their profit margins so they can recruit and retain high quality nursing staff.

We need five minutes (or less) of your time for a quick survey on what staffing is like in your unit. The multiple choice survey only has 15 questions. Results from this survey will be used to show lawmakers the extent of staffing problems across Oregon. We know that a few units are more prone to short staffing than others but need to hear from as many of you as possible.

You can take the survey at oregonrn.org/2022StaffingSurvey
The survey closes Nov. 16 at 5 p.m.
If you have any questions, contact ONA’s Professional Services Department at practice@oregonrn.org.