We held our second bargaining session on Wednesday, Oct. 10. Management presented six proposals on:

**Article 2—Definitions**
Management presented proposals on charge nurse and relief charge.

**Article 6—Holidays**
Management said NO to all Oregon Nurses Association (ONA) proposals.

**Article 9—Scheduling**
Management presented a counterteposal to ONA’s proposal on nurses being able to work more than three 12-hour shifts in a row if it is voluntary but not mandatory. We are mostly in agreement, management just used different wording.

Management presented a proposal in section E of Unit Based Scheduling, number three, changing “approved by” task force to “with notification to” task force to clarify the approval is by the nurses on the unit.

**Article 12—Employment Status**
Management said no to all of ONA’s proposals.

**Article 13—Restrooms and Lockers**
Management said no to all of ONA’s proposals.

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

Article 17—Association Business
Management agreed to ONA’s proposal in section C—Nurses on ONA business will give notice when possible.

Management made a counterproposal on the bargaining team time, but said no to paying the ONA bargaining team (same as PSVMC).

Management agreed to provide the seniority list three times a year.

We also had discussion on the following articles, but no proposals were provided:

Article 10 Floating, Article 21 PNCC, and Article 22 Seniority with emphasis on management’s ability to retain bargaining unit seniority and clarifying residency and fellowship job postings.

Our next bargaining session is Nov. 1, 2018 and we anticipate receiving more proposals from the management team.

Are You Interested in Being A Contract Action Team (CAT) Member?

As negotiations are beginning we need nurses, preferably from each unit to be Contract Action Team (CAT) members. The CAT members will be the go-to for contract negotiation updates and progress, dispersing information to their unit, answering questions, and handing out the bargaining update newsletters. It is not a huge commitment.

We will be having CAT meetings every two to three weeks to keep you informed about proposals, tentative agreements and how things are going with bargaining.

If you are interested in being a member of CAT, please email Maria LaVelle at lavelle@oregonrn.org or Sue Phillips, RN on 8 South.

Want To Be A Member of PNCC?

Are you passionate about improving nurse practice issues? Professional Nursing Care Committee (PNCC) would be a great committee for you!

The PNCC is a committee comprised of direct care nurses and has many important responsibilities within the hospital. One of the most important duties of this committee is to review professional practice issues and makes recommendations to management and help put systems in place to improve the safety or practice of nursing. Some of the other duties this committee is responsible for include: reviewing staffing concern complaints, review education expenditures that aren’t approved, and review with management the floating requirements if there are any proposed changes to them.

This committee is important in addressing practice concerns in the workplace and needs strong nurse leaders.

If you are interested in being on this committee, please contact Maria LaVelle at lavelle@oregonrn.org

Membership Meeting Changes!

Monthly Membership Meetings will be adjusted slightly due to negotiations.

The next membership meeting will be Nov. 14, 2018 from 6:00-8:00 p.m. in HCC8.
Grievance Updates

ONA has filed a few grievances over nurses being paid incorrectly.

**Incentive Shift Differential Pay**

This issue was highlighted in our April 2 and June 1, 2018 newsletters. Here is the history: ONA filed a grievance over the handling of the extra shift incentive pay in the early spring of 2018. The extra shift incentive is a differential found in our contract in Appendix A, section M.

In the last round of negotiations, the call off order for low census was changed to call off nurses on extra shift second (after calling off any agency, traveler or share care nurses). Since that change was implemented, many nurses who picked up an extra shift were then called off and placed on standby (on-call). When those nurses on an incentive shift who were placed on standby were then later called in, they were told they would no longer receive the extra shift differential because they were being called in from standby.

ONA filed a grievance over this and we remain firmly in disagreement over this issue. The grievance has stalled at Step 3 with the Step 3 grievance meeting being held on June 7, 2018. We have held a few subsequent meeting since the Step 3 meeting in hopes of finding some resolution, but those efforts have been unsuccessful. ONA is currently moving this grievance to arbitration and expects this topic to be brought up in negotiations as well. We remain hopeful this can be resolved.

We have received a lot of questions on what to do in the meantime. While this grievance is in process, we have to follow the employer’s interpretation (even though we disagree with it) and we are looking to the grievance to provide a remedy for what we feel strongly has been done in error. Because many folks have asked us, we want to reiterate that picking up an extra shift is voluntary. If you are frustrated about the way this is being handled, you have the option to not pick up an extra shift until this gets sorted out; that’s each nurse’s decision to make.

*Do you believe this happened to you? Please contact ONA if you haven’t done so already!*

Are you curious about all the arguments in this grievance?

- Click here to view the ONA grievance letter
- Click here to view the PPMC response at Step 2

**Shift Differential Pay**

ONA filed a grievance on this issue on Sept. 5, 2018. The contract language states that shift differentials are to be paid based on the “majority of scheduled hours.” The Hospital has instead been erroneously paying shift differential (or not paying it) based on hours actually worked. Here is the contract language:

**Appendix A—Wages**

E. Shift differentials:

1. Nurses are scheduled for shifts according to the following:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Majority of Scheduled Hours are Between:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day</td>
<td>7 a.m. and 3 p.m.</td>
</tr>
<tr>
<td>Evening</td>
<td>3 p.m. and 11 p.m.</td>
</tr>
<tr>
<td>Night</td>
<td>11 p.m. and 7 a.m.</td>
</tr>
</tbody>
</table>

2. Nurses scheduled for evening and night shifts shall be paid, in addition to their applicable rates shown above, the following shift differentials:

- **Evening shift:** Effective on the later of the date specified in Section A.1 above or the initial date of the first full pay period beginning after ratification of this Agreement: two dollars and eighty cents ($2.80) per hour.

- **Night shift:** Effective on the later of the date specified in Section A.1 above or the initial date of the first full pay period beginning after ratification of this Agreement: five dollars and seventy-five cents ($5.75) per hour.

Continued on page 4
ONA and the Hospital agreed to a pre-grievance meeting to meet and discuss this issue to see if we could resolve the problem. That meeting was held on Sept. 10, 2018. Providence then began researching the issue.

We were informed that the Kronos system went through a system update sometime in 2015 to this newer version seven. When that update was implemented, they did discover that nurses weren’t being paid the shift differential appropriately when they had low census (MDO). Payroll was aware of this problem and provided a “workaround” for management and the timekeepers; however, they also had decided it is the nurses’ responsibility to ensure their timecard is correct. So, even though they knew these errors were happening, it appears that they did not correct them because nurses were not individually pointing out the error on their time card and asking for it to be corrected each time it happened.

We know some nurses did figure this out and did have their time corrected, but we believe there are large amounts of nurses who did not catch this error and were not paid correctly. We thank those nurses for bringing this issue forward so we can hold Providence accountable for their errors and push to make sure each nurse is paid appropriately.

ONA is currently pushing this grievance forward from a pre-grievance to a formal grievance meeting as we have not been provided the data to see who is impacted, nor any evidence to show the impacted individuals have been made whole, nor that this error has been fixed going forward.

Think this has happened to you? Contact ONA. Stay tuned for more updates on this grievance.

Charge Nurse Pay

ONA became aware of this issue as a couple charge nurses on a unit were removed from their position. When we dug in on the issue, we found that the Hospital has removed large amounts of nurses from charge nurse positions and replaced them with a “relief charge.” There is no job description we could find for a “relief charge,” but what we know is that it was intended to backfill for the charge when they are out (due to vacations, sick time, leave of absences, etc.). The relief charge was meant to be a lower threshold of duties as they are basically just covering in a pinch and that’s why you see a lower differential pay in Appendix A of your ONA contract:

Appendix A—Wages

C. Charge Nurses shall be paid a differential of three dollars and fifty cents ($3.50) per hour in addition to their applicable hourly rate of pay.

D. Relief Charge Nurses shall be paid for hours worked in such position a differential of two dollars and twenty-five cents ($2.25) per hour in addition to their applicable hourly rate of pay. The Charge Nurse differential shall be paid exclusively for hours worked and shall not be included in any other form of compensation or benefits.

ONA believes this appears to be a case where the Hospital is circumventing the contractual differential for charge nurse pay by just paying only relief charge pay. We expect this to be an issue in current contract negotiations. This grievance for the nurses who brought the issue forward as a result of being removed from their charge nurse positions has been at Step 3 waiting a response since July 31, 2018. ONA is moving the grievance to arbitration; however, we still remain hopeful it can be resolved.

Need any more reasons to be checking your timecards and paystubs?! We are afraid there are likely more errors we aren’t aware of—always check that you are being paid appropriately!

Think this has happened to you? Contact ONA. Stay tuned for more updates on this grievance.