Oregon Nurses Association (ONA)
2022/23 Contract Negotiation Update

Date: 5/2/2023  Time: 10am-5pm  Location: PPMC Social Room

ONA Executive Committee Members in Attendance:
Present: Richard Botterill (ED), Kim Martin (5R), Kristin Harman (2R), Molly Burtchaell (L&D), Christine Bernier (ED), Gabriel Wihtol (CCS), Jeanette Noah (CCS), Seth Moore (Labor Rep), Colleen Butler (OR), Joseph West (Labor Rep)

Absent: None, all present.

Medical Center Representatives in Attendance:
Present: Lori Green (CNO), Camilla Collins (Director of Nursing), Beth Lagler (Regional Human Resources Director), Matt Cecil (Labor Attorney), Edina Plantico (Human Resources Business Partner), Shavon Albee (Critical Care Services), Nicole Baily (4G Nurse Manager), Dennis Westlind (Labor Attorney), Karen Gilgan (Administrative Assistant), Mandy Lesher (Clinical Ops, Mother Baby Nurse Manager)

Absent: None, all present.

Number of ONA Member Observers Present in-Person:
16 nurses came to observe the session today. Thank you for your support.

Description of meeting:

10am: PPMC requests a few minutes. ONA agrees.
1012am: PPMC medical center representatives arrive. Introductions all around. Reflection led by Shavon.
1017am: PPMC states they have no new articles to present this morning but will have some to present this afternoon. ONA reminds PPMC about ONA’s outstanding request for information in order to formulate responses and proposals. Edina acknowledges that she will forward this information to ONA today. ONA points out that Lori’s email from last week highlighted that ONA was not representing members voices and ONA asked her to elaborate on this issue. Lori states she has received a lot of feedback. She states nurses are asking why this is taking so long and that the union is not focusing on my priorities. When asked what priorities she has been hearing about she states wages are a big concern, but fails to elaborate further on other issues. Lori states that nurses feel that they are targeted by ONA and are not listened to by ONA. ONA states we have put out multiple surveys for member opinions, are easily reached by many methods, the board is democratically elected (unlike hospital administrators), and ONA warmly welcomes input on the bargaining process. ONA also highlights that Lori’s email had inaccurately stated that ONA’s comparison of PTO was not “apples to apples”, when in fact the PTO system was an apples to apples comparison despite differences in clinical environment and hospital location. Lori states they are not market comparable and ONA agrees following that ONA believes that PPMC should have higher rates given our metropolitan market. Lori also states that the whole package is very important as well. ONA reminds PPMC that both of our goals is to reduce staffing problems, reduce reliance on travellers, enhance patient safety and help nurses have a long career at this hospital. Regarding wage proposals: ONA reminds PPMC that we are still waiting on our information requests in order to develop a comprehensive response to the wages and this is why we have not been able to respond yet. ONA must consider the whole benefits package when responding to the wage proposal.
1035am: Appendix B Standby On-Call: ONA presents counterproposal to PPMC. ONA insists on making standby pay $8.50/hr (which is what CVL Techs get paid). ONA reiterates to PPMC that this is a priority for our members and we seek parity on this issue as it relates to other Providence workers. ONA mentions that any changes to stand by requirements must be bargained. Nurses that volunteer for extra standby will receive a rate
of $10/hr, which would help reduce mandatory standby and increase staff satisfaction. Mandated standby will be paid at $20/hr.

1042am: Article 6 Holidays: ONA presents counterproposal to PPMC. ONA requests to package the MLK MOU with this holiday proposal, asking that MLK holiday pay be retropaid for 2023. This holiday was paid to other non-nursing Providence employees and ONA is seeking parity on this. A letter of agreement was presented to PPMC from ONA on the holiday article.

1046am: Article 10 Floating: ONA presents counterproposal to PPMC. ONA states they believe we are in alignment on the floating article and submit it for PPMC to review before a tentative agreement is reached.

1048am: Appendix C Certification and Clinical Ladder: ONA presents counterproposal to PPMC. ONA discusses that there is an open grievance now regarding certification problems and changes with the process for uploading proof of certification that has resulted in nurses missing certification pay. ONA asks that this be resolved and the nurses impacted are made whole before ONA can agree to this proposal.

1054am: Article 21 Professional Nursing Care Committee: ONA presents counterproposal to PPMC. PPMC shall provide 240 hours per year to attend to PNCC responsibilities. Committee shall consult with CNO to establish a charter and minutes will be made available on the nursing portal.

1057am: Article 19 Grievance Procedure: ONA presents counterproposal to PPMC. During probation nurses can still present grievances to the same extent as a nurse except for regarding continued employment. This is an improvement from current language. ONA maintains the grievance procedure should be only two steps to reduce burden and stress on the nurse and improve efficiency in resolving the issues instead of the current contract which is often long and drawn out. ONA proposes that the arbitrator decides the “losing party” is to determine who pays for arbitration.

1101am: ONA presents agreement to renew the letter of agreements regarding MOU Charge Nurses, MOU Contract Training, LOA Task Force for Health Insurance, LOA Hiring Preferences for other Providence Nurses, LOA Health Care Unit Restructuring.

1103am: ONA states we are dedicated to resolving the contract and expect to have additional proposals to hand back to PPMC after lunch. ONA requests PPMC to prioritize their response to ONA on the staffing proposal given the new law that is going in effect.

1105am: PPMC and ONA break for caucus and lunch.

318pm: PPMC and ONA reconvene.

319pm: Article 8 Hours of Work Overtime and Breaks: PPMC presents counterproposal to ONA. PPMC states the meal and rest periods will be assigned by the medical center and taken by the nurse. This article has aspects that are impacted by the staffing law and per PPMC they have made changes to comply with the law. PPMC does not agree to pay double time for overtime shifts.

331pm: Article 11 Staffing: PPMC presents counterproposal to ONA. PPMC seeks to follow the staffing law coming into place over the next few years. PPMC accepts provision that no nurse will suffer reprisal for raising any staffing concern but does not limit the hospital from pursuing corrective action for a different non-related matter. It was noted that many items ONA had proposed in their staffing proposal were omitted in PPMCs draft. Follow up on these items and dialogue was pursued to understand these changes. Lori states that she would never encourage a nurse to clock out as if they had received his or her rest periods and breaks when they were in fact unable to.

404pm: Article 10 Floating: PPMC presents counterproposal to ONA. Additional orientation will be provided for nurses who float outside of the cluster by mutual agreement. May be scheduled in advance and may be more akin to “cross-training”

406pm: Article 22 Seniority: PPMC presents counterproposal to ONA. PPMC agrees with ONA that they will post vacancies within two weeks of receiving notification.

407pm: Article 24 Low Census: PPMC presents counterproposal to ONA. Standby pay for low census still remains $4.75. PPMC insists they must have ability to place nurses on low-census on Standby. ONA articulates that the cost of childcare is $30-$35/hour meaning a nurse could end up paying $30/hr to be on Standby/Low-Census

423pm: Article 9 Scheduling and Article 12 Employment Status: ONA presents counterproposal to ONA. All contiguous hours worked less than 12 hours will be considered one shift for scheduling purposes.

441pm: Meeting adjourned.
Next Negotiation Meeting Date, Time and Location:
5/16/2023 10am-5pm PPMC Social Room