Providence Portland Medical Center (PPMC)
Oregon Nurses Association (ONA)
2022/23 Contract Negotiation Update

Date:  5/16/2023   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), 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:
17 nurses came to observe bargaining today. Thank you for your support.

Description of meeting:
10am: PPMC requests moving start time to 1030am, ONA agrees.
1030am: Reflection read by Gabriel.
1033am: ONA presents Settlement Proposal to PPMC. This consists of all remaining outstanding articles with significant movement in an effort to move us towards completion of bargaining. ONA and PPMC agree there is a mutual interest to get this done in a way that serves Providence’s interests as well as nurse interests. ONA believes our proposals can stem the workforce loss PPMC has witnessed. The entire settlement is not a package proposal although there are some proposals that are being packaged together. This settlement consists of 24 articles and emphasizes wages, PTO, EIT, Staffing, Health and Welfare. Below are some highlights that were discussed.
- **Wages:** Increase of 4$/hr plus a %5 cost of living adjustment in year one, year two consists of 7.5% COLA. Per diem nurses will receive 15% of base rate of pay. Extra shift diff changed to $36/hour. Note: Since 2002, the $18/hr extra shift diff has not changed and it is time to update that. ONA proposes critical need incentive to fill last minute shifts of 25$/hr in addition to extra shift differential (which would still be cheaper for the hospital than hiring a travel agency RN and maintain high quality care). Double back pay for a nurse who has less than 8 hours of rest between shifts.
- **Standby:** ONA continues to emphasize the importance of parity with offering nurses $8.50/hr for on call status (this is the rate technicians are offered currently)
- **EIT:** ONA requests 35% pay out of EIT banks or trade 3 hours of EIT for 1 hour of PTO.
- **PTO:** ONA maintains same PTO proposal given ONA’s movement in the reduction of EIT.
- **Staffing:** ONA accepts ratios per Oregon’s Nurse Staffing Law. ONA proposes break nurses as an essential component to reduce burn out and maintain safe patient care and throughput. ONA cites a trial performed at PeaceHealth Sacred Heart demonstrating dramatic increases in job satisfaction with introduction of break nurses. This is also a requirement of the staffing law going into effect.
- **Health and Welfare:** ONA proposes a reopener to discuss health benefits next year and allow us to wrap up bargaining currently. ONA asks for health subsidy to be automatic and not require virgin pulse participation (this was previously a free benefit). ONA again requests for any evidence that the virgin
pulse program actually reduces health care costs because it has not received any.ONA requests for 100% coverage of mental health services.

1135am: PPMC states they had intended to pass over some proposals today but given ONA’s significant proposal, PPMC states it will need some time to review and will likely pass back proposals this afternoon. ONA agrees. Caucus and lunch on both sides. Both sides agree to check in around 130pm.

135pm: PPMC returns.

137pm: PPMC presents Article 10 Floating counterproposal to ONA. Nurses floated to a unit will receive an orientation dependent upon the nurses’ previous experience and familiarity with the unit.

147pm: PPMC presents Article 12 Employment Status counterproposal to ONA. PPMC adopted multiple language changes proposed by ONA.

156pm: PPMC presents Article 17 Union Business counterproposal to ONA. PPMC declines to offer pay for the bargaining unit officers participating in bargaining activities. Also proposes that materials posted to union bulletin boards must be deemed “appropriate” for patients to view. ONA points out that they are not aware of any bulletin boards that are accessible to patients so this seems like an unnecessary addition to the contract. ONA asks that if PPMC knows of any publicly accessible union bulletin boards to please share this with the Union and the two can discuss relocating the board.

206pm: PPMC presents Article 19 Grievance Procedure counterproposal to ONA. Maintains the three-step process and declines ONA’s proposal for a two-step process.

218pm: PPMC presents Article 21 Professional Nursing Care Committee counterproposal to ONA. PPMC agrees to allowance for 220 paid hours for PNCC members. These will be paid at overtime and with differentials. PPMC proposes that the charter of PNCC will be established in collaboration with the CNO instead of in consultation.

226pm: Both sides agree to meet again around 4pm. PPMC states they intend to have a few more proposals ready by then.

405pm: PPMC returns.

407pm: PPMC presents Article 9 Scheduling counterproposal to ONA. PPMC proposes that per diems must pick up shifts as they are posted on the schedule and cannot break up shifts before the schedule posts. For example if all that is posted is 12-hour shifts a per diem may be required to work at least 48 hours (four required shifts per month). Current practice allows per diems to pick apart a shift to work as much as they want (minimum of 16 hours per month). PPMC states it is difficult to schedule with nurses only picking up four-hour segments and makes staffing complicated despite the fact that many agency nurses have no limits on shift minimums. ONA expressed that per diem nurses have little incentive to stay at PPMC instead of go to a travel agency if the minimums are tripled.

430pm: ONA and PPMC reach tentative agreement on Article 22 Seniority.

432pm: ONA informs PPMC that our survey for a strike vote has more than 97% support in favor of holding a strike vote. ONA and PPMC have been in negotiations for 7 months with very little movement. ONA expresses that our nurses feel exhausted and do not feel heard or validated by PPMC administrators. ONA follows that we are interested in reaching an agreement as soon as possible but it feels as though our priorities are not being heard.

440pm: Meeting adjourned.

Next Negotiation Meeting Date, Time and Location:
5/30/2023 10am-5pm PPMC Social Room