We held our first bargaining session on Thursday, Oct. 4. Your ONA bargaining team made over 80 proposals to change the contract. We received no opening proposals from Providence Portland, though we anticipate that we will at our next session on Oct. 10. Of these 80 proposals, several are wording changes that hopefully make the contract clearer but do not change the meaning of the article of the contract. There are several proposals that are significant and a summary of those is included in this newsletter. If you would like to see a copy of all of the proposals and actual wording changes, please go to the ONA web page and Providence Portland Medical Center under Find Your Bargaining Unit. Our opening proposals as they are actually worded are posted there. Here are the highlights. They are listed in the order they appear in the contract rather than by order of importance.

**Summary of highlights**

**ONA Opening Proposals:**

**Article 2 Definitions**
- Discussion around charge/relief charge.

**Article 5 Paid Time Off (PTO)**
- Increase accruals.
- No cap on accruals.
- Reduce years of service to get the higher accrual rates more quickly.
- Three scheduling periods instead of two for vacation.
- Clarify PTO utilization calendar.

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**Bargaining dates (so far):**
- Oct. 4, 2018 (Thursday)
- Oct. 10, 2018 (Wednesday)
- Nov. 1, 2018 (Thursday)
- Nov. 7, 2018 (Wednesday)
- Nov. 27, 2018 (Tuesday)
- Nov. 30, 2018 (Friday)
- Dec. 5, 2018 (Wednesday)
Bargaining Begins! (continued from page 1)

- Remove 40-hour threshold for PTO during medical leave.
- Not required to use PTO if using Short Term Disability (STD).
- Clarify notice of resignation is two weeks.

**Article 6 Holidays**
- Add Martin Luther King day, Easter, and Veterans Day.

**Article 7 EIT**
- Clarify usage after hire (six months or 90 days).
- Remove waiting period to access Extended Illness Time (EIT).

**Article 9 Scheduling**
- Add nurses may voluntarily work more than three 12-hour shifts in a row (but not mandatory).
- Unit based scheduling clarification - any shift on a unit can do unit based scheduling.
- Discuss task force approval language.
- Discuss how to make language easier for managers and nurses to understand.

**Article 10 Floating**
- Not require a nurse to float to more than two patient assignments per shift.

**Article 11 Staffing**
- Staffing Request and Documentation Forms (SRDFs) go to co-chairs.
- Remove “generally” to strengthen language.
- Remove need for “request” to attend meetings.
- Remove requirements for nurses to be on the committee.
- Add float pool to staffing plans.
- Update meeting frequency to reflect current practice (every other month).
- All nurses time paid on the committee.
- Education goes to all affected employees (not just nurses).

**Article 12 Employment Status**
- Add final written warning to progressive steps of discipline.
- Add language on egregiousness and consistent with just cause for bypassing progressive steps of discipline (just a clarification to current practice).
- Add discipline may be removed after two years.
- Add discipline will not result in disqualification from participation in Clinical Ladder.
- Remove tardiness penalty from attendance policy.
- Change occurrences (for disciplinary action) under attendance policy from five to seven.
- Add exit interviews will be offered (on paper) and shared with Task Force.

**Article 14 LOA’s**
- Remove requirement to use PTO before EIT.

**Article 15 Health and Welfare**
- Add prophylactic treatments.
- Add Medicare bridge.
- Incentive dollars should be automatic, participation (in Choose Well) is voluntary and retro for 2018.
- Other changes in Appendix D.

**Article 16 Pensions**
- Unfreeze core plan
- Increase Employer matching contributions by three percent.

**Article 17 Association Business**
- Add nurses on ONA business will give notice when possible.
- Add bargaining team paid (same as Providence St. Vincent Medical Center [PSVMC]).
- Seniority list provided three times a year.

**Article 19 Grievance Procedure**
- Add pre-grievance step.

**Article 20 Professional Development**
- Add nurses will be relieved to do healthstreams/mandatory education during regularly scheduled shifts.
- Remove two scheduling request period requirement for education time.
- Need to discuss the PTO/Ed time cut-off times (chart).

**Article 22 Seniority**
- Consistency in leaving/returning to bargaining unit. Managers should have same seniority rights as nurses who leave (and return in 12 months) and other

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Bargaining Begins! (continued from page 2)

employees who worked for Providence prior to becoming an RN.
  • Add seniority lists three times a year.
  • Clarify fellowship and residency job postings (may move to definitions).

Article 23 Reduction in Force
  • Remove 75 percent severance cap - want 100 percent.

Article 24 Low Census
  • No mandatory low census.

Article 27 Duration
  • Three year contract - December 31, 2021.

Appendix A
  • Five percent per year for three years.
  • Add all missing steps.
  • Add step 32.
  • Charge RN differential increase to $4.00.
  • Relief charge RN differential increase to $4.00.
  • Evening shift differential increase to $3.50.
  • Nocturnal shift differential increase to $6.25.
  • Per Diem differential increase to $6.00 / $7.25.
  • Weekend differential increase to $2.50.
  • Extra Shift differential - remove language about waiving this incentive.
  • Preceptor differential increase to $2.50.
  • Preceptor differential paid for all students who need to be precepted.
  • Add a Float differential.
  • Add a Bilingual differential.
  • Add a Bachelor of Science in Nursing (BSN) differential.
  • Add a Master of Science in Nursing (MSN) differential.

Appendix B Stand by On call
  • Increase stand-by on-call pay to $6.00.

Appendix D Medical
  • Update all the dates.
  • Add premiums go to zero in 2019.
  • Health Incentive money will be automatic and retro to 2018. Participation in programs will be voluntary.
  • Remove spousal surcharge.
  • Add Memorandum of Understanding (MOU) on health insurance option (same as PSVMC).

RN Care managers
  • Will discuss on November 7, 2018.

Do you have questions about any of the proposals?
Come by the membership meetings this month on Oct. 10 or next month on Nov. 14 or contact a member of your bargaining team!

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.

This month’s regular meeting (typically held on the second Wednesday of every month) will be Oct. 10, 2018. Come by HCC8 after negotiations from 5:00-7:00 p.m.

The Nov. meeting will be Wednesday, Nov. 14 from 6:00-8:00 p.m. in HCC8.
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 CAT, please email Maria LaVelle at lavelle@oregonrn.org or Sue Phillips, RN on 8 South.

Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future 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.