We held our third bargaining session on Thursday Nov. 1. Management presented proposals on three Articles:

Article 10—Floating
- Management presented a proposal that nurses will not be required to float to more than two distinct patient assignments (this is instead of current language that says nurses will not be required to float more than once per shift).
- Management proposed that nurses acting as a unit resource without a distinct patient assignment could be given a third assignment.

Article 21—PNCC
Management proposed several major take-aways:
- In section A, management proposed to cut the committee from having eight members down to only four members, and that those four members must be from different units
- In section B, management proposed to reduce the meeting frequency from twice a month to only once a month.
- In section C, management proposed to increase the timeline nurses have to get the meeting minutes submitted from within one month to within two weeks of the meeting.
- In section D, management proposed to limit the content of meeting topics to only what the Task Force directs them to discuss. This would allow management to control the agenda and scope of what the committee can work on.
- In section E, management proposed to limit where the committee can make recommendations and they can only make recommendations to an already existing hospital committee.  

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Bargaining dates (scheduled so far):
Nov. 7, 2018 (Wednesday)
Nov. 27, 2018 (Tuesday)
Nov. 30, 2018 (Friday)
Dec. 5, 2018 (Wednesday)
Dec. 11, 2018 (Tuesday)
Dec. 17, 2018 (Monday)
Jan. 7, 2019 (Monday)
Jan. 17, 2019 (Thursday)
Jan. 24, 2019 (Thursday)
*Bargaining is usually 9:00 a.m.-5:00 p.m. in HCC8; however, times and locations may vary so contact a bargaining team member if you plan to attend.

Your ONA Bargaining Team:
- Sabra Bederka, RN, Critical Care Services
- Richard Botterill, RN, Emergency Room
- Rudolph Francis, RN, Critical Care Services 2K
- Beth Gately, RN
Surgical Services/Operating Room
- Christine Bernier, RN, Emergency Room
- Kristin Harman, RN, Respiratory Cardiology 2R

PPMC Management Team:
- Dan Mueller, Labor Attorney
- Jennifer Gentry, Chief Nurse Executive
- Jeannie Mikulic, Director of Human Resources
- Patti Langdon, HR Business Partner
- Jason Plamondon, Nurse Manager 2R
- Camilla Collins,
Director of Nursing, Critical Care/ED
- Michelle Campbell,
Nurse Manager 5K, IRU, and IVT Team
### Bargaining Continues (continued from page 1)

**Article 20—Professional Development**

- Management said NO to the ONA proposal that nurses will be relieved to do healthstreams and mandatory education during regularly scheduled shifts.
- Management proposed to remove the two week timeline in section F for requests.

We also had discussion on Article 11—Staffing, but no proposals were provided. The discussion was tense as the ONA team felt defensive of why we need this language in the contract and what the existing language means. Both parties felt the need to take a break and come back to this topic later.

How is it going so far? In one word, “SLOW.” ONA has presented over 80 proposals in about 30 contract articles or Memorandums of Understanding (MOUs). Management has responded with nine contract articles (six on Oct. 10 and three on Nov. 1). Out of the nine contract articles, management has presented Article 10 twice and Article 21 three times.

Management has not presented any economic proposals yet. We know management often appears to use a strategy of trying to get non-economic articles off the table early and holds economic proposals till later on in bargaining. We believe this strategy is used to try to put a union in a weaker position and we believe management is doing this again. We will need your participation to make sure our union stays in a stronger position! Contact Maria LaVelle to get involved at Lavelle@OregonRN.org.

**Our next bargaining session is Wednesday Nov. 7 and we anticipate discussing the RN Care Manager issues and management will bring some issues for the Maternity Department. Management has to end by 1:00 p.m. on Wednesday and we'll pick up again on Nov. 27.**

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**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

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

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**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.