We held our seventh bargaining session on Jan. 3 for a half day where ONA presented counter proposals to the management team. We met again for our eighth bargaining session on Jan. 7.

Your ONA team said NO to management’s proposal to freeze extended illness time (EIT) accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020. Management proposed to replace EIT with a short term disability benefit that covers 65 percent of wages after a waiting period of seven calendar days (must use paid time off [PTO] during the waiting period) and a maternity/paternity leave program. Your bargaining team thinks this is a major takeaway that will negatively impact a lot of people.

Management put out their own bargaining update on Jan. 2 on multicoloed paper. Their bargaining update was hard to identify as coming from Providence. You will always see ONA branding on our newsletters, so pay close attention as we move forward to what you are reading and who it is from. In management’s update referencing “bargaining session #5” (they are actually referencing the sixth bargaining session on Dec. 17 where management presented the EIT takeaway), they presented a chart titled “New PTO Actual Plan offering more hours to nurses,” and claimed the “new PTO benefit is a richer benefit for all nurses.” Their chart was based on 1.0 FTE/eight-hour shift. The majority of our nurses are 0.9 FTE/12-hour shifts. Your ONA bargaining unit Chair, Sabra Bederka, was quick to catch their error! Check out the chart on page two to see how management’s proposed changes will impact a 0.9 FTE nurse.

For 0.9 FTE nurses, who comprise the bulk of the nurses employed at PPMC, the changes to the PTO/EIT/short-term disability (STD) program that the medical center has proposed would result in one single year of increased PTO accrual - year three. The remainder of the years of service would see either no

Continued on page 2

**Upcoming Bargaining Dates**
(scheduled so far):

- Jan. 17, 2019 (Thursday)
- Jan. 24, 2019 (Thursday)
- Feb. 5, 2019 (Tuesday)
- Feb. 11, 2019 (Monday)
- March 11, 2019 (Monday)
- March 22, 2019 (Friday)

*Bargaining is usually 9 a.m.-5 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
- Kim Martin, RN, 5R Medical Unit

**PPMC Administration 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)

increase in PTO, or a reduction in accrued PTO hours, with a net loss throughout the first 15 years of service of 98 hours of accrued PTO. Hospital management stated in their bargaining update flyer distributed on Jan 2, 2019 that their proposed "new PTO benefit is a richer benefit for all nurses" (see page two of their flyer). The math, however, does not bear out this claim, leaving their assertion clearly false.

EIT is available for use after 24 missed hours of work. The STD benefit only starts after seven calendar days, which could result in a nurse needing to use up to 72 hours of PTO to cover the lost work. Unlike the current EIT benefit, STD is only available to cover the employee’s illness. It is not available to compensate for the nurse’s absence, extended or otherwise, to care for a sick child or other direct family member. While these absences are currently protected under FMLA and OFLA laws, the laws currently do not provide compensation, just job preservation. If the nurse exhausts their PTO bank, any extended time away from work to care for themselves or a family member would be uncompensated.

What happens next?

Management has stated that this EIT take away is a top priority for them. We need to hear from you about this. Your ONA bargaining team has a survey up and we need ALL nurses to take the survey. The survey only takes about fives minutes to complete, and the more nurses who take it, the stronger the data will be.

Go to: www.surveymonkey.com/r/2019ONAProvEITsvy

<table>
<thead>
<tr>
<th>Year of service</th>
<th>Current accrual hours</th>
<th>Proposed accrual hours</th>
<th>PTO Difference</th>
<th>EIT hours lost</th>
<th>Proposed accrual rate</th>
<th>Current accrual rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>180</td>
<td>180</td>
<td>0</td>
<td>-50.5</td>
<td>0.0962</td>
<td>0.0963</td>
</tr>
<tr>
<td>2</td>
<td>180</td>
<td>180</td>
<td>0</td>
<td>-50.5</td>
<td>0.0962</td>
<td>0.0963</td>
</tr>
<tr>
<td>3</td>
<td>180</td>
<td>202</td>
<td>22</td>
<td>-50.5</td>
<td>0.1077</td>
<td>0.0963</td>
</tr>
<tr>
<td>4</td>
<td>216</td>
<td>202</td>
<td>-14</td>
<td>-50.5</td>
<td>0.1077</td>
<td>0.1155</td>
</tr>
<tr>
<td>5</td>
<td>216</td>
<td>216</td>
<td>0</td>
<td>-50.5</td>
<td>0.1154</td>
<td>0.1155</td>
</tr>
<tr>
<td>6</td>
<td>216</td>
<td>216</td>
<td>0</td>
<td>-50.5</td>
<td>0.1154</td>
<td>0.1155</td>
</tr>
<tr>
<td>7</td>
<td>216</td>
<td>216</td>
<td>0</td>
<td>-50.5</td>
<td>0.1154</td>
<td>0.1155</td>
</tr>
<tr>
<td>8</td>
<td>216</td>
<td>216</td>
<td>0</td>
<td>-50.5</td>
<td>0.1154</td>
<td>0.1155</td>
</tr>
<tr>
<td>9</td>
<td>252</td>
<td>216</td>
<td>-36</td>
<td>-50.5</td>
<td>0.1154</td>
<td>0.1347</td>
</tr>
<tr>
<td>10</td>
<td>252</td>
<td>238</td>
<td>-14</td>
<td>-50.5</td>
<td>0.1269</td>
<td>0.1347</td>
</tr>
<tr>
<td>11</td>
<td>252</td>
<td>238</td>
<td>-14</td>
<td>-50.5</td>
<td>0.1269</td>
<td>0.1347</td>
</tr>
<tr>
<td>12</td>
<td>252</td>
<td>238</td>
<td>-14</td>
<td>-50.5</td>
<td>0.1269</td>
<td>0.1347</td>
</tr>
<tr>
<td>13</td>
<td>252</td>
<td>238</td>
<td>-14</td>
<td>-50.5</td>
<td>0.1269</td>
<td>0.1347</td>
</tr>
<tr>
<td>14</td>
<td>252</td>
<td>238</td>
<td>-14</td>
<td>-50.5</td>
<td>0.1269</td>
<td>0.1347</td>
</tr>
<tr>
<td>15</td>
<td>252</td>
<td>252</td>
<td>0</td>
<td>-50.5</td>
<td>0.1346</td>
<td>0.1347</td>
</tr>
</tbody>
</table>

Net change -98
Combined net change -805

This information is provided by your ONA bargaining team.

ONA MEMBERSHIP MEETINGS

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org

Wednesday, Jan. 9
4:30 - 9 p.m. in HCC8

Wednesday, Feb. 13
6 - 9 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 member of CAT, please email Jaime Newman newman@oregonrn.org or Sue Phillips, RN, on 8 South.

Want To Be A Member of PNCC?

Are you passionate about improving nurse practice issues? The 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 administration 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 administration 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 Jaime Newman newman@oregonrn.org or Sue Phillips, RN, on 8 South.

2019 ONA NURSE LOBBY DAY

Tuesday, Feb. 5, 2019

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

This is a great opportunity to meet your legislators and advocate for priority legislation and key nursing issues.

www.OregonRN.org

SAVE THE DATE: ONA BU LEADERSHIP CONFERENCE

April 10-11, 2019 Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference, April 10-11, 2019 at the Portland Hilton in downtown Portland.

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Register today to save your space at the conference!

www.OregonRN.org/event/2019BUCon
## Contract Proposals

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA's Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
</table>
| **Article 2 - Definitions** | • Clarification of charge and relief charge  
• Definitions for fellowship and residency | • Management proposed changes to definitions of charge and relief charge |
| **Article 3 - Dues** | • Transfers will either join ONA or pay a fair share fee was brought into the contract.  
• Nurses who promote out of the union and return will either join ONA or pay a fair share fee was brought into the contract | • TA to transfer language  
• NO to promotions |
| **Article 5 - PTO Scheduling** | • 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  
• 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 | • NO to ONA proposals  
• Proposed new PTO accrual rates/system to go along with the proposed removal of EIT |
| **Article 6 - Holidays** | • Add MLK day and Veterans Day  
• Dropped proposal for Easter | • NO to ONA proposals |
| **Article 7 - EIT** | • Clarify usage after hire (six months or 90 days)  
• Remove waiting period to access EIT | • Freeze EIT in 2019 and  
• Eliminate EIT in 2020 and  
• Replace EIT with STD plan and parental leave |
| **Article 9 - Scheduling** | • Clarify that 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  
• Dropped proposal to make language easier for managers and nurses to understand | • Close to agreement on more than three consecutive 12-hour shifts being voluntary  
• NO to shift language for unit-based scheduling  
• TA to task force language |

Continued on page 5
<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
</table>
| Article 10 - Floating | • Not require a nurse to float to more than two distinct patient assignments per shift | • TA to not requiring a nurse to float to more than two distinct patient assignments  
  • Proposed additional language for nurses who do not have distinct patient assignment to float to multiple departments |
| Article 11 - Staffing Committee | • SRDFs go to co-chairs  
  • Dropped “generally” to strengthen language  
  • Remove need for “request” to attend meetings  
  • Remove requirements for nurses to be on the committee  
  • Dropped adding float pool to staffing plans. Float pool issues can still be addressed in the staffing committee  
  • 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) | • Management proposed to eliminate PNCC from receiving the SRDFs  
  • Proposed to change name of HSPC to HNSC  
  • TA to removing advance request to attend HNSC  
  • TA removing requirements to be on committee  
  • Proposed term limits, remove from contract and defer to charter  
  • NO to updating meeting frequency  
  • Increase co-chair paid hours to 16 hours quarterly.  
  • Dropped two takeaway proposals |
| 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)  
  • Discipline may be removed after two years  
  • Discipline will not result in disqualification from participation in clinical ladder  
  • Removed tardiness penalty from attendance policy  
  • Changed occurrences (for disciplinary action) under attendance policy from five to seven  
  • Exit interviews will be offered (on paper) and shared with task force | • NO to ONA proposals |
| Article 13 - Restrooms and Lockers | • Add mailboxes | • NO to ONA proposal |

Continued on page 6
<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article 14 - LOAs</td>
<td>• Remove requirement to use PTO before EIT</td>
<td>• NO to ONA proposal</td>
</tr>
<tr>
<td></td>
<td>• Add prophylactic treatments</td>
<td>• Proposed a new EPO plan as a third option in 2020 (similar to what PSVMC got)</td>
</tr>
<tr>
<td></td>
<td>• Medicare bridge</td>
<td>• Proposed short-term disability (to replace EIT) that will cover 65 percent of pay after a seven day waiting period</td>
</tr>
<tr>
<td></td>
<td>• Incentive dollars should be automatic; participation (in Choose Well) is voluntary and retroactive for 2018</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Other changes in Appendix D</td>
<td></td>
</tr>
<tr>
<td>Article 16 - Retirement Benefits</td>
<td>• Unfreeze core plan</td>
<td>• NO to ONA proposals</td>
</tr>
<tr>
<td></td>
<td>• Increase employer matching contributions by 3 percent</td>
<td></td>
</tr>
<tr>
<td>Article 17 - Association Business</td>
<td>• Nurses on ONA business will give notice when possible</td>
<td>• Management agreed to ONA’s proposal in section C - Nurses on ONA business will give notice when possible.</td>
</tr>
<tr>
<td></td>
<td>• Bargaining team paid (same as PSVMC)</td>
<td>• Management made a counterproposal on the bargaining team time but said no to paying the ONA bargaining team (same as PSVMC)</td>
</tr>
<tr>
<td></td>
<td>• Seniority list provided three times a year</td>
<td>• Management agreed to provide the seniority list three times a year</td>
</tr>
<tr>
<td>Article 19 - Grievance Procedure</td>
<td>• Add a pre-grievance step</td>
<td>• Proposed similar idea but with different language</td>
</tr>
<tr>
<td>Article 20 - Professional Development</td>
<td>• Nurses will be relieved to do healthstream/mandatory education during regularly scheduled shifts</td>
<td>• Management said NO to the ONA proposal that nurses will be relieved to do healthstream and mandatory education during regularly scheduled shifts</td>
</tr>
<tr>
<td></td>
<td>• Remove two scheduling request period requirement for education time</td>
<td>• Management proposed to remove the two week timeline in section F for requests</td>
</tr>
<tr>
<td></td>
<td>• Need to discuss the PTO/Ed time cut-off times (chart)</td>
<td></td>
</tr>
<tr>
<td>Article 21 - PNCC</td>
<td>• Keep the current language</td>
<td>• Management proposed what ONA feels are</td>
</tr>
</tbody>
</table>

Continued on page 7
# Contract Proposals *(Continued from page 6)*

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA's Proposals</th>
<th>PPMC Proposals</th>
</tr>
</thead>
</table>
| **Article 22 - Seniority** | • Consistency in leaving/returning to bargaining unit - managers have the same seniority rights as nurses who leave (and return in 12 months) and other employees who worked for Providence prior to becoming an RN  
• Seniority lists three times a year  
• Clarify fellowship and residency job postings - moving to Article 2 definitions | • Management agreed to some consistency here on seniority on return to the bargaining unit within 12 months  
• Management agreed to provide seniority lists three times a year |
| **Article 23 - Reduction in Force** | • Remove 75 percent severance cap - want 100 percent | • NO to ONA proposal |
| **Article 24 - Low Census** | • No mandatory low census | • NO to ONA proposal |
| **Article 27 - Duration** | • Three year contract, December 31, 2021 | • Management proposed a four year contract |
| **Appendix A** | • 5 percent per year for three years  
• Add all missing steps  
• Add step 32  
• Charge RN diff. increase to $4.00  
• Relief charge RN diff. increase to $4.00  
• Eve shift diff. increase to $3.50  
• Night shift diff. increase to $6.25  
• Per Diem diff. increase to $6.00/$7.25  
• Weekend diff. increase to $2.50  
• Extra shift diff. - remove language about waiving this incentive  
• Preceptor diff. increase to $2.50  
• Preceptor diff. paid for all students who need to precepted  
• Add a float diff.  
• Add a bilingual diff.  
• Add a BSN diff.  
• Add a MSN diff. | • Management proposed 1 percent for each year of a four year contract |
| **Appendix B - Standby/On-Call** | • Increase standby on-call pay to $6.00 | • NO to ONA proposal |

*Continued on page 8*
### Contract Proposals (Continued from page 7)

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposals</th>
<th>PPMC Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appendix D - Medical</td>
<td>• Update all the dates</td>
<td>• NO to ONA proposals</td>
</tr>
<tr>
<td></td>
<td>• Premiums go to zero in 2019</td>
<td>• Proposed a new EPO plan as a third option in 2020 (similar to what PSVMC got)</td>
</tr>
<tr>
<td></td>
<td>• Health incentive money will be automatic and retroactive to 2018. Participation in programs will be voluntary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Remove spousal surcharge</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Add MOU on health insurance option (same as PSVMC)</td>
<td></td>
</tr>
</tbody>
</table>

### WHAT ARE YOUR WEINGARTEN RIGHTS?

In the case *National Labor Relations Board vs. J. Weingarten, Inc.*, the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it’s important that we all know our rights in order to protect ourselves and our coworkers.

#### How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- Ask the supervisor or manager who is present, “Could this meeting lead to discipline or affect my personal working conditions?”
- If the answer is “Yes,” stop the meeting immediately.
- Invoke your Weingarten Rights by saying: “If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”

- Contact your ONA steward or ONA labor representative immediately, or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.