We held our fourteenth bargaining session on March 22, and our fifteenth session on March 25. We discussed many contract articles and Management made movement on the EIT and PTO issues. Here is where we are at right now:

- **EIT:** Management is still proposing to freeze EIT accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020. However, beginning in 2020 they have proposed not to require nurses to use their PTO prior to accessing EIT for a leave of absence to care for a family member approved under FMLA or OFLA. Management wants to make it easier for nurses to utilize their EIT before it would be phased out.

  Also, management has proposed that nurses with more than 500 EIT hours on Dec 31, 2020 will receive a partial cash payout of 20 percent of hours above 500.

- **PTO:** Management proposed to provide additional PTO hours to nurses in each of the steps that have a negative PTO under their proposal in 2020 and 2021 - this is designed to offset the changes with their new system so that nurses will come out ahead with 8 additional hours of PTO. To read the full proposal [Click Here](#).

- **WAGES and Duration:** Management proposed a 4-year contract with 2 percent for the first year including Retro pay if we get a TA by 4/15/19.
  - Year 2: 1.75 percent,
  - Year 3: 1.75 percent
  - Year 4: 1.75 percent

- **LOW CENSUS:** As part of a package proposal including EIT, PTO management has proposed to have a CAP ON LOW CENSUS- the cap would be on Mandatory low census – no more than 24 hours per scheduling period (4 weeks). In addition to the cap, The Medical Center will provide an alternate assignment within nursing services to the nurse prior to any mandatory low census, the nurse may still voluntarily choose low census in lieu of an alternate assignment. To read the full proposal [Click Here](#).

Questions? Thoughts? Contact a bargaining team member, your labor representative or come to the next ONA membership meeting!

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**Next ONA Membership Meeting:**
Wednesday, April 10
HCC8 • 6 - 8 p.m.

**Upcoming Bargaining Dates**
Thursday, April 4, 2019
*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.*

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**Want to be a member of PNCC?**
Are you passionate about improving nurse practice issues? Professional Nursing Care Committee 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 are: reviewing staffing concern complaints, review education expenditures that aren’t approved and review with management the floating requirements if there is any proposed changes to them. This committee is important in address 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.
## Changes to the Contract

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
</table>
| **Article 2 Definitions** | • Definitions for Fellowship & Residency  
• Per Diem moved scheduling language to Article 9 Scheduling | • Tentative Agreement (TA) |
| **Dues Article 3** | • Transfers either join ONA or pay a fairshare fee was brought into the contract.  
• Nurses who promote out of the union and return will either join ONA or pay a fairshare fee was brought into the contract. | • Tentative Agreement (TA) |
| **PTO Scheduling Article 5** | • Increase accruals  
• No cap on accruals  
• Reduce years of service to get the higher accrual rates more quickly  
• 3 scheduling periods instead of 2 for vacation  
• Clarify PTO utilization calendar  
• Remove 40 hour threshold for PTO during medical leave  
• Not required to use PTO if using STD (short term disability)  
• Clarify notice of resignation is 2 weeks | • No to ONA proposals  
• Proposed new PTO accrual rates/system to go along with the proposed removal of EIT- (see charts) |
| **Article 6 Holidays** | • Add MLK day, and Veterans Day.  
• Surgical Services should not have to use PTO when closed on holidays | • No to adding new holidays  
• Tentative Agreement on nurses not having to use PTO when unit is closed on holiday |
| **Article 7 EIT** | • Clarify usage after hire (six months or 90 days)  
• Remove waiting period to access EIT | • Freeze EIT accruals in 2019 then  
• Eliminate EIT in 2020 and replace EIT with a STD plan & parental leave.  
• REMOVED requirement to use PTO before EIT until the EIT goes away.  
• Cash out of EIT 20% of hours above 500 |
| **Article 9 Scheduling** | • Clarifying 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 | • TA on more than 3 consecutive 12 hour shifts being voluntary  
• NO to shift language for unit based scheduling  
• TA to Task force language |
| **Article 10 Floating** | • Not require a nurse to float to more than 2 distinct patient assignments per shift | • Tentative Agreement (TA) |

*continued on page 3*
## Changes to the Contract

### Article 11 Staffing Committee

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SRDF’s go to co-chairs</td>
<td>Management proposed to eliminate PNCC from receiving the SRDF’s</td>
</tr>
<tr>
<td></td>
<td>Increase nurses time paid on the committee from 8 to 12 hours quarterly</td>
<td>Proposed to change name of HSPC to HNSC</td>
</tr>
<tr>
<td></td>
<td></td>
<td>TA to remove advance request to attend HNSC</td>
</tr>
<tr>
<td></td>
<td></td>
<td>TA to removing requirements to be on committee</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Proposed term limits remove from contract and defer to charter</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Increase co-chair paid hours to 16 hours quarterly.</td>
</tr>
</tbody>
</table>

### Article 12 Employment Status

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Discipline may be removed after 3 years</td>
<td>Proposed to remove discipline after 5 years if no further discipline occurs</td>
</tr>
<tr>
<td></td>
<td>Documented Verbal Discipline will not result in disqualification from participation in Clinical Ladder</td>
<td>No to Clinical ladder changes</td>
</tr>
<tr>
<td></td>
<td>Exit Interviews will be offered (on paper) and shared with Task Force</td>
<td>No to changes to exit interview language</td>
</tr>
</tbody>
</table>

### Article 13 Restrooms and Lockers

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Each unit will have a mechanism for mail delivery (mailboxes of file cabinets)</td>
<td>Tentative Agreement (TA)</td>
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</tbody>
</table>

### Article 14 LOAs

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Remove requirement to use PTO before EIT</td>
<td>Will allow this, but only until EIT has been phased out</td>
</tr>
</tbody>
</table>

### Article 15 Health Insurance

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<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% of pay after a 7 day waiting period</td>
</tr>
<tr>
<td></td>
<td>Incentive dollars should be automatic; participation (in Choose Well) is voluntary and retro for 2018</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Other changes in Appendix D</td>
<td></td>
</tr>
</tbody>
</table>

### Article 16 Retirement Benefits

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Increase Employer matching contributions by 3%</td>
<td>No to all proposals</td>
</tr>
</tbody>
</table>

### Article 17 Association Business

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
<th>PPMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td></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 3x a year</td>
<td>Management agreed to provide the seniority list three times a year.</td>
</tr>
</tbody>
</table>

### Article 19 Grievance Procedure

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA’s Proposal</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Return to current contract language (no changes)</td>
<td>TA to return to current contract language-no changes</td>
</tr>
</tbody>
</table>

*continued on page 4*
### Changes to the Contract

**Topic** | **ONA’s Proposal** | **PPMC Proposal**
---|---|---
**Article 20 Professional Development** | • Nurses will be relieved to do healthstreams/mandatory education during regularly scheduled shifts  
• Remove 2 scheduling request period requirement for education time | • Management said No to relief for healthstream proposal  
• TA to remove the two week timeline |

**Article 21 PNCC** | • Keep Current Language | • TA to return to current language- no changes |

**Article 22 Seniority** | • Consistency in leaving/returning to bargaining unit- managers have 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 3 x a year  
• Clarify fellowship and residency job postings – moving to Article 2 definitions | • TA to seniority on return to the bargaining unit within 12 months  
• TA providing seniority lists 3 times a year |

**Article 23 Reduction in Force** | • Return to current contract language- no changes | • Tentative Agreement (TA) |

**Article 24 Low Census** | • No mandatory low census | • Cap on Mandatory low census – no more than 24 hours per scheduling period (4 weeks)  
• The Medical Center will provide an alternate assignment within nursing services to the nurse prior to any mandatory low census, the nurse may still voluntary choose low census in lieu of an alternate assignment |

**Article 27 Duration** | • 3 year contract- December 31, 2021 | • Management proposed a 4 year contract |

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**The Contract Action Team (CAT) Wants You!**

**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 2-3 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 Jaime Newman [newman@oregonrn.org](mailto:newman@oregonrn.org) or Sue Phillips, RN on 8 South.
## Bargaining Update - Providence Portland Medical Center

### Changes to the Contract

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</tr>
</thead>
</table>
| **Appendix A** | - 4% per year for 3 years  
- Add all missing steps  
- Add step 32  
- Charge RN diff increase to $4  
- Relief charge RN diff increase to $4  
- Eve shift diff increase to $3.50  
- Noc 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 | - 2% year one and **Retro pay if ratified by 4/15/2019**  
- 2% in 2020  
- 1.75% in 2021  
- 1.75% in 2022 |
| **Appendix B** | | **Appendix D** |
| **Standby on Call** | - Increase stand by on call pay to $6.00 | - Management said No to ONA proposals  
- Proposed a new EPO plan as a third option in 2020 (similar to what PSVMC got) |
| **Medical** | - Update all the dates  
- 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 MOU on health insurance option (same as PSVMC) | |

### 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, & IVT Team
ONA BARGAINING UNIT 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 and Executive Towers in downtown Portland.

- Communication Skills
- Advocacy
- Building a Stronger Unit
- Running Effective Meetings
- Staffing Committee Training
- Issue Organizing
- Personal Skill Development

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

Who Should Attend
Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available.

Registration
Registration is free for members and student affiliates. Save your seat at the conference by registering before April 5!

Special Guest Speaker: Sylvia Mendez
ONA is proud to present our keynote speaker, Sylvia Mendez. In 1943, students of Mexican decent were required to enroll in separate schools from Caucasian children. When Sylvia was in third grade, she and her siblings were denied admission to the segregated, “white school” near their Orange County home. The Mendez family fought back. Their 1947 victory desegregated public schools in California and became an example for broader decisions, such as the Brown v Board of education.

Sylvia Mendez worked for 33 years as a nurse at the Los Angeles University of Southern California Medical Center.

www.OregonRN.org/event/2019BUCon