Providence Retirement Plan Update

In the fall of 2019, Providence administration notified our union that they intended to make some minor changes to our collectively bargained retirement plan. Although the changes they are seeking would not impact the employer's contribution match, formula, or timing, Providence nurses have the right to negotiate over any changes to our benefits. We asserted those rights by sending a demand to bargain letter to Providence and engaging both our legal counsel and a benefits expert to perform an analysis of any possible smaller impacts of the proposed changes.

Our counsel and benefits experts performed that analysis and their findings are outlined below. Active engagement with administration over any changes they seek to our benefits is essential to ensuring we retain our power as a union.

Providence has proposed converting the retirement for all but one of our facilities to a 401(k) from the existing 401(a) and 403(b) plans. The benefits assessor determined that unlike our current 403(b) plan, there would not be a length of service catch-up provision in a 401(k), and there would be a change to the vesting schedule (vesting faster) from 401(a) contributions. Additionally, under the proposed plan, the match service would increase from 800 to 1,000 hours and the income limit for determining eligibility for the additional $50 match would increase from $30,000 to $50,000. There would be a change in investments under the proposed plan, because 401(k) plans allow for investment in Collective Investment Trusts which are not available to regular "retail" investors. Lastly, moving to a 401(k) plan would allow for hardship distributions.

To reiterate, the proposed plan would have no impact on the formula, timing, or contribution match we are entitled to in our contract.

Read more details on the ONA/PPMC bargaining unit webpage at www.OregonRN.org/81. Look for “ONA/PPMC Retirement Plan Update” and “Providence Retirement Plan Changes” under News and Updates.

Please contact your ONA labor representative if you have further questions.
Reminder on EIT Changes

From your ONA Vice Chair: Richard Botterill, RN

At our most recent labor-management meeting (task force), your ONA leaders asked Providence to provide instructions and a FAQ on both the extended illness time (EIT) usage changes and the new short-term disability (STD) plan and how to use it. In the meantime, I wanted to remind you of our contract language on EIT (Article 7 pages 15-18).

Starting Jan. 5, 2020 through Dec. 31, 2021, accrued EIT may be used for the following:

- Top-up STD pay to 100 percent
- Top-up paid parental leave pay to 100 percent
- Top-up worker’s compensation pay to 100 percent
- Use to care for a family member when out on an approved FMLA after a waiting period of missed work that is equal to three days or a maximum of 24 hours.

For absences shorter than seven days, EIT can be used as described in D.1 of the contract (as it was)

For absences longer than seven days, EIT can be used for scheduled shifts missed during the seven-calendar day waiting period for STD benefits (regardless of whether STD is approved or denied).

Use from Jan. 1, 2022 through Dec. 31, 2022: accrued EIT can be used for an approved OFLA/FMLA to care for a family member after the 24-hour elimination period unless a paid family leave plan is otherwise provided by statute.

Starting Jan. 1, 2023: EIT will no longer be available for use and the accrued bank will be eliminated.

CONTRACT TRAINING SESSIONS

ONA and PPMC human resources are conducting a one-hour PAID contract training at five different times to help orient you to what was changed in the agreement during bargaining.

Friday Jan. 31 11 a.m. – 12 p.m. (HCC6)
Monday Feb. 3 6 – 7 p.m. (HCC8)
Tuesday Feb. 4 4:30 - 5:30 p.m. (Social Room)
Wednesday Feb. 5 6 – 7 p.m. (Social Room)
Friday Feb. 14 11 a.m. - Noon (HCC 2 & 3)

ONA/PPMC OFFICER ELECTIONS

We will be holding our annual ONA/PPMC officer elections in May, 2020. Submit your completed nomination form to labor representative Jaime Newman by fax (503-293-0013) or email (Newman@OregonRN.org).

The nomination form is available on the ONA/PPMC bargaining unit webpage at www.OregonRN.org/81 and on the last page of this newsletter.
STAFFING COMMITTEE RECRUITMENT

It’s time to start our annual staffing committee elections process. Nominations are now open! You may recall that ONA began conducting elections for staffing committee in 2018. At that time, some nurses were on the first year of their two-year term and some on their second year. We alternate positions to have some continuity and to honor folks’ commitments to the committee. Seats open in the 2019 cycle included Positions 1, 3, 5 and 6. Seats open in this 2020 election cycle are: Positions 2, 4, 7, 8 and 9 are up for election/re-election.

Current Roster (positions in italics are open for election/re-election this year):

**Position 1** (Medical: 5R, 5G, 4K, Care Management)
Primary: Kim Martin (5R)
Alternate: Dana Christensen (5G)

**Position 2** (Surgical [4th floor], 8N, 8S, IV Therapy, Wound Care, Float Cluster)
Primary: Amy Schroeder (4G)
Alternate: Cara Leutkekenhaus

**Position 3** (Cardiology 2G, 2R, 5K, Float Cluster)
Primary: Kristin Harman (2R)
Alternate: Catalina Clarke (2R)

**Position 4** (Critical Care CCS, KDU, CVL, IRU, Diagnostic Imaging)
Primary: Kelsey Williams (CCS)
Alternate: Lauren Keaton (CCS)

**Position 5** (Behavioral Health 5L, 6L)
Primary: Karen Kulm (5L)
Alternate: [no candidate]

**Position 6** (Surgical Services OR, PACU, MPU, Short Stay, Pre-admit)
Primary: Kammy Stephenson
Alternate: [no candidate]

**Position 7** (Emergency Department)
Primary: Jennifer Tatro-Ayersman
Alternate: Haley Peterson

**Position 8** (Perinatal Services/Family Maternity: NICU, L&D, MBU, PSCU, NICU)
Primary: Caitlin Joyce (MBU)
Alternate: Amy Weber (MBU)

**Position 9** (Oncology: 7N, 7S, OP Infusion, Radiation Oncology, Float Cluster)
Primary: Michelle McSherry (7S)
Alternate: James Kuzma

Nominations are open and you may submit your name or the name of a co-worker. Are you interested or know someone who is? If so, please fill out the consent to serve form below via fax (503-293-0013), email to ONA labor representative Jaime Newman (newman@oregonrn.org), or ONA Nurse Practice Consultant Therese O’Donnell (o’donnell@oregonrn.org)


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**2020 Staffing Committee Meetings at PPMC**

The staffing committee meets every other month on the fourth Monday of the month from 7 - 11 a.m. in the Cancer Center conference rooms A/B. All nurses are welcome to attend as observers.

**2020 Meeting Schedule**

- Monday March 23, 7 - 11 a.m. *(Cancer Center conference rooms A/B)*
- March 30 7 - 11 a.m. *(Cancer Center conference rooms A/B)*
- Monday April 27 7 a.m. – 3 p.m. *(Cancer Center conference rooms C/D)*
- Monday May 18 7 - 11 a.m. *(location TBD)*
- Monday July 27 7 - 11 a.m. *(Cancer Center conference rooms C/D)*
- Monday Sept. 28 7 - 11 a.m. *(Cancer Center conference rooms C/D)*
- Monday Nov. 23 7:00 - 11 a.m. *(Cancer Center conference rooms C/D)*
Care Managers Escalate Staffing Issues

RN Care Managers (RNCM) packed the room during the Jan. 27 PPMC Nurse Staffing Committee to escalate short-staffing levels and request concrete and substantive fixes. RNCMs highlighted delays in patient discharge, near misses, and the moral injury of short-staffing. According to SRDF filings, RNCM staffing was below core for close to 80 percent of the period between October 2019 and January 2020, but short-staffing is not a new problem.

ONA RN committee representatives noted their dependence on the critical work of RNCMs, and shared patient safety issues related to RNCM short-staffing. Unfortunately, PPMC management would not commit to using staffing committee resources to address these problems, nor to hire travelers as a short-term and urgent fix. RNCMs will be meeting soon to discuss next steps, so please look out for more information about how all ONA members at PPMC can take action to address RNCM short-staffing.

JOIN THE 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 that 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 joining this committee, please contact Richard Botterill (Richard.Botterill@Providence.org), Jaime Newman (Newman@OregonRN.org), or stop by a meeting! The PNCC meets the fourth Tuesday of every month from 4 – 6 p.m. in room HCC8.

Next meeting: Feb. 25, 4 - 6 p.m. (HCC8)

GET INVOLVED!
BECOME A UNIT STEWARD!

We fought hard for our new contract, and now we must make sure that it’s enforced! Our contract works better when we have union members who know how to read and use the document. ONA unit representatives and stewards play a key role in answering basic questions about our contract, educating colleagues about their rights, updating your unit’s bulletin board, attending meetings with colleagues, and advocating for improvements on the unit. Every unit and every shift should have at least one unit representative or steward. There’s no such thing as too many! Let us know if you are interested and we will notify you of the next unit steward training.

For more information on these committees, please email ONA labor representatives Jaime Newman (Newman@oregonrn.org) and Gabe Erbs (Erbs@OregonRN.org)
Shift Differential Backpay

Did you see the notice about shift differential backpay? You may be owed money! Go to the ONA/PPMC bargaining unit webpage (www.OregonRN.org/81) and look for “ONA/PPMC Update on Missing Shift Differentials” under News and Updates to learn more.

The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Registration is open through May 1, 2020.

Register today at www.OregonRN.org
Oregon Nurses Association (ONA)/Providence Portland Medical Center (PPMC)
Appointment/Nomination and Consent to Serve

RETURN TO:
Mail to: Jaime Newman
Oregon Nurses Association
18765 SW Boones Ferry Road Suite 200
Tualatin, OR 97062-8487

Fax to: 503-293-0013 Attn: Jaime Newman
*Please send Jaime an email at Newman@OregonRN.org confirming that you've submitted this form

Please nominate any active member you would like to serve. Please endeavor to get their signature so we know that the nurse you nominate is willing to serve if appointed.

Printed name of person completing form: ________________________________
Your email address: ________________________________________________

*The nominee must submit a consent to serve form prior to election or appointment.*

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You must be an ONA member to serve.

If you have questions, contact Jaime Newman, 503-293-0011 ext. 1331 or Newman@OregonRN.org

CONSENT TO SERVE

If appointed/nominated, I consent to serve for the following offices (list all that apply):
_______________________________________________________________

_________________________   ____________________________   __________________________
Printed Name                Signature                        Date

Home email:_________________________  Mobile phone:_________________________

Best time to reach me:_________________________  Best way to reach me:_________________________