

Update for All Providence Nurses

Open letter from PPMC regarding Providence negotiations that could affect other Providence bargaining teams.

Dear Providence Nurses,

We are writing nurses throughout the Providence system to give you a status update with Portland Providence Medical Center (PPMC) bargaining.

As you know, whatever is negotiated at PPMC will affect other Providence facilities. ONA's bargaining team at PPMC made a lot of movement on April 4 with tentative agreements (TA) on many outstanding issues. To view the full status on these TAs [CLICK HERE](#), or go to: www.OregonRN.org/81 or to read the latest PPMC bargaining update.

Our main focus is now on economics; including wages, extended illness time (EIT), paid time off (PTO) and differentials.

The management team at PPMC has been very firm on replacing EIT with short term disability (STD). However, management has recently shown a willingness to explore alternative ways to offset the loss of EIT.

On April 10 we spent the bargaining session exchanging *supposal packages* (what ifs) with management. We've been willing to discuss what a deal could look like if we agreed to replacing EIT with STD.

Please note that ONA's bargaining team at PPMC has been very straight forward—we need a serious proposal from management before we are willing to agree to a settlement on this issue.

Although we're still too far apart to reach an agreement, there's been some positive movement from management. Below is a summary of management's supposal from April 10:

- ◆ **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 to not 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.
- ◆ **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 (four 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.

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◆ **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: 2.00 percent
- Year 3: 1.75 percent
- Year 4: 1.75 percent

We're getting closer to reaching a settlement - but were still far apart. PPMC is back at the table on Thursday, April 18 at 9:00 a.m. – 5:00 p.m. We will be room HCC8.

If you live in the Portland Metro area, please strongly consider attending the session for an hour or so. Your presence at the table will help us send a strong message to management that nurses throughout the Providence system want a fair contract now! Please contact your ONA Labor Representative with any questions or concerns.



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**Portland Providence
Medical Center Bargaining
Thursday, April 18 2019
9:00 a.m. – 5:00 p.m.
HCC8**