PPM Contract Ratified Overwhelmingly by ONA Nurses

ONA Represented PPMC nurses remain as united as ever following our significant contract victory, voting by an overwhelming majority to ratify the tentative agreement. Voting closed on Tuesday night at 11:59 p.m., and we notified PPMC on Wednesday of our ratification. Our new contract is now in effect! Pay provisions should be implemented in two full pay periods, and retro should be paid by four pay periods.

In addition to the considerable increases to compensation for the duration of the 2-year agreement, our contract includes a host of new language that will enhance our rights at work, if we can effectively enforce our agreement and broaden our rights on the shop floor. Our new contract includes improved language in the following areas:

**Staffing** – Including a greater voice in patient capacity, development of staffing plans, access to information on FTE & vacancies, and enforcement of Oregon’s Hospital Nurse Staffing Law.

**Low Census & Floating** – Additional rights to orientation and protections from floating. An improved right to alternate assignments including providing break relief, prior to taking mandatory low census.

**New Health & Safety Language** – Strengthening our contractual protections against unsafe working conditions.

**Posting Vacancies & Position Control** – New rights to vacant shifts over Travel/Agency RNs, a process for FTE changes, and greater transparency for position postings.

**Winning this contract language at the bargaining table is only part of the solution.**

In a corporate healthcare environment, the pressure to speed up work, while reducing resources and staffing, is constant. We will only have the rights in our new contract and in the new staffing law insofar as we can enforce them through our contractual and regulatory processes. This means having educated union members on every floor and every shift who can effectively hold the company accountable to their promises to us and their obligations under the law.
Our union is only as strong as our membership, and union stewards are the primary resource for nurses on each unit.

Union stewards are trained in interpreting and enforcing our agreement, and they’re empowered to solve problems and build power on the shop floor. Most unions have a goal of having one steward for every 10 nurses, and our goal at PPMC is to have 130 stewards, including coverage on each unit and each shift. Think about how many nurses work on your unit and shift. Consider how many stewards a strong union will take on your unit, and how many stewards we currently have.

Sign up for steward training to build your union and build the union power on your unit.

Being in a union is a team sport, and building a strong union culture requires everyone’s participation. A great way to learn about your rights, regardless of whether or not you want to become a union steward, is to attend a union steward training. You will learn about:

- Your legal rights and protections under labor law
- How to organize with your coworkers to resolve issues on your unit
- How to interpret and enforce your contract, including the staffing law
- Our right to information from management to determine if our contract has been violated

Join an in-person steward training, exclusively for PPMC nurses, on the following dates and times:

- Wednesday, October 18 from 9:00 am – 4:00 pm
- Tuesday, October 24 from 9:00 am – 4:00 pm
- Thursday, November 2 from 9:00 am – 4:00 pm

*Trainings will be at ONA Office in Tualatin

Click here to sign up and be sure to sign up with others from your unit so we can build our union culture together!

Every single nurse at PPMC has contributed to our success at the bargaining table, and we’ve made tremendous strides as a union in the past 12 months, but the pressures of corporate healthcare are not going away any time soon. As our rights expand under our contract and the law, we’ll need to do more to effectively enforce them, to win new protections, and to fundamentally change the balance of power where we work. Our power as a union comes from our membership, and everyone is responsible for making sure we have a strong union, so please do what you can.