Providence Portland Medical Center (PPMC)  
Oregon Nurses Association (ONA)  
2022/23 Contract Negotiation Update

Date: 12/13/2022  Time: 10am – 430pm  Location: PPMC Social Room

ONA Executive Committee Members in Attendance:

Present: Richard Botterill (ED), Kim Martin (5R), Kristin Harman (2R), Molly Burchaell (L&D), Christine Bernier (ED), Gabriel Wihtol (CCS), Jeanette Noah (CCS), and virtually: Seth Moore (Labor Rep), Joseph West (Labor Rep)

Absent: None, all members present

Medical Center Representatives in Attendance:

Present: Daniel Mueller (Labor Attorney), Dennis Westlind (Labor Attorney), Lynne Voskamp (Interim CNO), Nicole Baily (4G Nurse Manager), Camilla Collins (Director of Nursing), Brianna Ekandem (Chief Human Resource Officer), Mandy Lesher (Clinical Ops, Mother Baby Nurse Manager), Karen Gilgan (Administrative Assistant), Edina Plantico (Human Resources Business Partner)

Absent: None, all members present

Number of ONA Member Observers Present:
20 nurses entered the social room to observe bargaining throughout the day. Thank you for your support!

Description of meeting:

1010am – Medical Center Representatives arrive 10 minutes late
1011am – Land Acknowledgement/Reflection read by Molly
1013am – When asked if PPMC will provide any proposals today Daniel states “we haven’t gotten very far” and does not have any proposals to put on the table today from PPMC. Once ONA provides more proposals today he states, “When we come back we should be able to give you a comprehensive response.”
1017am – Appendix A Wages proposal presented by ONA. We think nurses need to be at the top of the pay scale in PDX area. Our nurses are under $13 per hour the top pay on the market (OHSU). We know that 40% of our bargaining unit has less than 4 years of experience with Providence so we want to encourage increasing wages for experienced nurses as well to encourage retaining experienced nurses. Increase differentials as follows: $4.50/hr charge nurse, $4.50/hr relief charge nurse, $3.10/hr evening shift, $6.50/hr night shift, per diem 15% base rate of pay per hour, cash bonus for per diem nurses to pick up more shifts, $2.00/hr weekend shift, $6.00/hr preceptor, increase float pool pay, $3.00/hr ECMO and RRT. Extra shift differential: Double time for extra shift differential. Richard states we want to retain and attract nurses. This is our top priority. We want a good package to offer, not just an increase in wages alone, although this is very important. If we want to keep reputation and quality we need to retain and find nurses. We know nurses are waiting to see how contract negotiations will go to decide if they will stay with Providence which makes these wage numbers critical to retain nurses. Daniel states we agree that recruitment and retention is a common goal we share and PPMC does not disagree with what was said.
1035am – Appendix B Standby On-Call proposal presented by ONA. $8.50/hr for on-call status. Holiday on-call $12.00/hr. Voluntary on-call $10.00/hr. Mandatory on-call will be rotational according to department procedures, 6 hours advance notice, 4 hours of unpaid time allowed prior to start of shift to prepare for unexpected shift, $20.00/hr for mandatory standby and $30.00/hr if excessive (see section F).
We recognize these numbers may look big but we hear from our nurses that on-call and mandatory on-call impacts their quality of life and workplace happiness so this is important to retain nurses.

1041am – **Article 4 Equality of Employment Opportunity** proposal presented by ONA. Gender identity and ethnicity included.

1042am – **Article 8 Hours of Work Overtime and Breaks** proposal presented by ONA. Mandatory overtime will be paid at double time. In our staffing article we propose break nurses so therefore much of the break language is crossed out in this article assuming break nurses are implemented.

1049am – **Article 12 Employment Status** proposal presented by ONA. After two years disciplinary notices may be removed from nurses file if requested by nurse in writing. Deletion of attendance section and add in “Nurses are expected to give notice of the need for time away whenever possible” nurses are frustrated for being called in to discuss attendance when they have LOAs or leaves that are approved and protected by law. New language regarding video surveillance: we want to make sure privacy is being preserved. Video footage should only be used during investigations but not used for routine monitoring or performance evaluation. We request location and intent of camera placements are listed for nurses to view. No recording in break rooms, bathrooms or other areas where privacy is expected.

1055am – **Article 20 Professional Development** proposal presented by ONA. CE education requests will be approved if submitted at least two weeks prior. Education fund for the hospital of $300,000 that nurses may be eligible for based on FTE/ per diem hours worked. See section H. This concept was adopted at PSVMC.

1058am – **Article 21 Professional Nursing Care Committee** proposal presented by ONA. Paid hours for nurses to perform their responsibilities while on the committee. Management will support nurses in getting time off to attend the meetings. Minutes of meetings shall be made available on the nursing portal. Unresolved UBC issues may be presented to the PNCC for review. PNCC will monitor certification lists and distribution of education funds.

1104am – **Appendix C Certification and Clinical Ladder** proposal presented to ONA. Differential increased to $3.00/hr. Medical center will notify the nurse if their renewal was not submitted correctly (due to several process changes by the medical center.) This is to avoid loss of pay and confusion. Adding several certifications to the certification table. If a nurse transfers to another unit they may keep their certification for two years until they obtain the new certification. Clinical ladder differentials as follows: $2.00 level 2, $4.00 level 3, $6.00 level 4. This requested increase is due to changes in requirements, which makes it much harder to obtain clinical ladder. Clinical ladder approvals will be made very clear and denials may be grieved and people will only be removed from clinical ladder if they are disciplined by OSBN and not because of discipline implemented by the hospital.

1111am – **New Article: Workplace Safety** proposal presented by ONA. Medical center agrees to follow all applicable health and safety laws. PPMC will provide personal protective equipment. PPMC will notify nurses in a timely manner when it is aware of an occupational exposure to infectious disease. Nurses will be given priority for required testing resulting from this exposure. In the past, nurses have had to wait hours for these required tests and are not being paid.

1114am – **New Article: Sexual Assault Nurse Examiner Program (SANE) Program** proposal presented by ONA. This is in our current contract as an MOU and we are incorporating it into the contract. Call back pay increased to 1.5 time their hourly rate. Incentive rate increased to $25.00/hr.

1117am – ONA requests caucus to complete proposals and meet back at 2pm.

120am – Both sides caucus.

1pm – ONA requests caucus extension and meet back at 3pm. PPMC agrees.

315pm – Both sides return from caucus. Dennis Westlind is announced as the new labor attorney representing PPMC during these negotiations. Daniel will be moving on to other work.

320pm – **Article 5 Paid Time Off** proposal presented by ONA. Our changes include the following: PTO accrual increased to make up for PPMC being behind the market on accrual rates. Removed language that limited accrual on overtime in order to allow nurses more incentive to pick up extra shifts to help staff the hospital. Response time of PTO requests reduced to two weeks instead of three. Semi annual PTO cash-out: Instead of taking time off the nurse may cash out up to 30% of their PTO balance twice a year. PTO will be rewarded upon resignation even if they do not give two weeks notice.
330pm – **Article 7 Extended Illness Time** proposal presented by ONA. We are seeking for the EIT program to be reinstated. Many nurses felt deceived and dishonored by the removal of this program by hospital administrators for the hundreds of hours they had accrued. We lost many senior nurses who felt this was simply too much. The current program we have in place now is inadequate and does not work as it was promised. EIT was simple and it worked and did not require a myriad of paperwork and phone calls.

340pm – **Article 14 Leaves of Absence** proposal presented by ONA. Amended to include the state plan Paid Leave Oregon (PLO). Wage replacement for PLO and medical leaves will be paid at 100% of the nurses regular rate of pay.

347pm – **New Article: Paid Leave Oregon** proposal presented by ONA. Providence will pay our contribution of the PLO in order to get nurses up to 100% of wages.

350pm – **Article 9 Scheduling** proposal presented by ONA. Increasing posting of schedule to four weeks prior to the start of the schedule instead of current two. Per diem nurse language changed to hours instead of shifts. Per diems may choose their holiday to work. Develop guidelines for schedule changes to allow transparency in the process. Include the current MOU (Development of Pattern Scheduling) into this Scheduling article.

412pm – **Article 22 Seniority** proposal presented by ONA. We want to split this into two articles. No changes presented to seniority except updates on pronouns. **New Article Filling of Vacancies & Job Posting** is split from section C of the Seniority article. The new article keeps much of the same language in the seniority article but requires that PPMC will not employ travel or agency nurses without first posting the vacancy. These shifts will also be posted to regular nurses first to fill the vacancies before being offered to travel or agency nurses.

420pm – ONA Concludes proposals for the day. We aim to have more proposals on the table at our next session.

425pm – Meeting adjourned.

**Next Negotiation Meeting Date, Time and Location:**
January 17th, 10am-5pm in the PPMC Social Room
February 2nd, 10am-5pm in the PPMC Social Room