We started bargaining on Monday, July 29. Our team met four different days last week to prepare our proposals. Over the course of the day, we opened eleven articles.

Most of the items we proposed changes on are included here. Management provided some proposals that were very close to ours, but we did not tentatively agree (TA) to any articles yet. The complete proposals will be posted on the ONA/ProvRN bargaining unit webpage at www.OregonRN.org/611. We proposed:

**Article 2 - Definitions**
- Changing “On Call” nurse to “Per Diem” to be consistent with other Providence contracts.
- Adding: “Management will ensure that per diem staff are aware of all proficiencies, policies and procedures.”

**Article 3 - Membership**
- After June 30, 2019, newly hired nurses will be required to become a member or pay a fair share fee. **Having a strong contract with good wages requires resources.** When nurses opt-out and do not pay dues, this weakens our ability to get the contract we want.

**Article 4 - Equality of Employment Opportunity**
- Adding gender and marital status as protected classes.

**Article 6 - Holidays**
- Adding Easter as a paid holiday if it is worked.
- Holidays worked paid at double time (we made market arguments about how a local competitor compensates).
- Adding: “Night Shift: All hours worked on holidays will be paid at holiday pay. If a nurse works a night shift where the majority of the hours fall on a holiday, they will receive holiday pay for the entire shift.”
- Adding: “If needed, nurses will be required to work every third Christmas Day and/or Thanksgiving Day. A nurse should not be required to work both Christmas Day and Thanksgiving Day in the same year.”

**Article 8 - Leaves of Absence**
- Adding “in loco parentis” as a qualifying family member for FMLA/OFLA leave. This is a person that relies on you to be their caregiver.
- Broadening the coverage for bereavement leave. Adding domestic partner.

**Article 9 - Work Week, Breaks and Overtime**
- Adding that any additional weekend shifts will be compensated at double time (again, making the argument that a local competitor offers double time-and-a-half).

**Article 10 - Scheduling, Shifts, Working Remotely, Critical Need Night Shift Scheduling**
- Removing variable shift positions.
- Changing “disciplinary” action to “corrective” action (to be consistent with another proposal).
- In the working remotely section, adding that a minimum of two nurses need to be in the department at all times. This is for patient care safety reasons and break relief.
- In the working remotely section regarding computers, adding: “All minutes spent troubleshooting and driving to the second work location will be compensated.”
- Increasing the Critical Need Night Shift rate to $18.00 per hour. Adding: “Critical Need Night Shifts that fall between 7 p.m. Friday and 7 a.m. Monday will be paid at double time (maximum).”

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Bargaining Update - Providence Triage Service Center

Negotiations Begin (continued from page 1)

Article 12 - Employment Status

- Changing “proper cause” to “just cause” for corrective action. Removing suspensions without pay.
- Adding a section on individual work plans. This is to be consistent with other Providence contracts. Work plans are not corrective actions.
- In the attendance section, adding: “with the understanding that the nurse is covered by the Oregon Sick Leave Law.”
- Adding, Americans with Disabilities Act (ADA) meetings: “While ADA meetings are not disciplinary, they could lead to a nurse not being able to work. Due to this, nurses will be allowed representation if they request it.”

Article 14 - Meeting and Committees

- Adding negotiating team scheduling language similar to St Vincent’s contract language.
- In the staff meetings section, clarifying that reviewing minutes is on paid time. Adding: “Staff meetings will rotate to different business days and times so that maximum participation is possible. Nurses who are scheduled to work during the meeting time will not be deemed absent.”

Article 19 - Job Bidding

- Editing the job posting section to say: “Internal Job Posting.” The intent is making improvements in transparency and posting for all internal positions.
- Adding that the shift, start and stop times and the start and stop date of the internal posting will be on the job posting board.

Appendix A - Wages

- Adding, “Retroactively to July 1, 2019, all nurses will receive a 5 percent raise across the board.
- Wage increase of 4 percent on July 1, 2020, 3 percent on July 1, 2021, and 3 percent on July 1, 2022.
- Adding steps 9, 12, 14, 16 and 25.
- Proposing the shift differential for relief charge be $2.50 per hour.
- Proposing shift differentials of $2.20 per hour for evenings and $5.50 per hour for nights.
- Editing the credit for prior experience section to say: “A newly hired nurse may be hired at any step; however, the wage offer cannot create inequity within the bargaining unit.”
- Proposing the per diem differential to be $3.00.
- Proposing the extra shift differential to be $15.00 per hour with the clarification of extra weekend shifts are paid at double time.
- Proposing the preceptor pay to be $2.50 per hour with some new language.
- Proposing a new “buddy” differential of $2.00 per hour.

Management provided responses to Article 2 - Definitions, Article 4 - Equality of Employment Opportunity, Article 8 - Leaves of Absence, and Article 12 - Employment Status. While we did see some meeting of the minds in their proposals, we have pretty different language in the per diem requirements and the bereavement section (full proposals will be available online by Aug. 2, 2019).

We put a lot of big asks on the table this week. In order to get traction, we need your support! Please let one of your bargaining team members know if you would like to come observe bargaining. We are scheduled on Aug. 6, Aug. 13, Aug. 20, and Aug. 26. We typically start between 9:30 - 10 a.m.

2019 ONA/ProvRN Bargaining Team

- Adia Harvey, RN, Bargaining Unit Chair
- Evonne Nielsen, RN, Membership Chair
- Sharen Gray, RN, Secretary/Treasurer

Upcoming Bargaining Dates

- August 6
- August 13
- August 20
- August 26