Negotiations Update

While some progress was made on Tuesday, Aug. 6 in negotiations at the end of the day, we were hit with a big proposed change to the work from home program. We would like to meet with you to discuss these changes. Your labor representative and team will be at Providence Triage Service Center (ProvRN) Wednesday, Aug. 14 from 3:30 - 5:30 p.m. in the Southern Oregon conference room. Please come and voice your opinion about these proposed changes!

First, the good news.

We tentatively agreed to these four articles:

**Article 2- Definitions**

These are the additions we accepted after conferring with an on-call/per diem nurse:

- Per diem nurses must submit availability for at least 6 open shifts during each 28-day or monthly schedule period.
- A per diem nurse who does not meet the defined requirements or who does not work any shifts for two scheduling periods in a rolling calendar year will be considered having voluntarily resigned.

**Article 4- Equality of Employment Opportunity**

- Adding gender (including gender identity) and marital status to the existing protected classes.

**Article 8- Leaves of Absence**

- Adding “in loco parentis” to the FMLA/OFLA section which is defined as: in the place of a parent, having financial or day-to-day responsibility for the care of a child. A legal or biological relationship is not required.
- Editing the bereavement leave section to include: Current spouse or domestic partner; son or daughter; father or mother; brother or sister; step parent, step child, step brother or sister; grandparent or grandchild; a person who stood in loco parentis; or current in-law relationships through marriage or partnership of the above. The “special consideration” language remains. Management initially proposed to take away the special consideration language.

**Article 12- Employment Status**

- Changing “discipline” to “corrective action.” Changing “proper” cause to “just” cause.
- Removing suspensions without pay.
- Adding an “Individual Work Plans” section. Work plans are not corrective action. The goal of a work plan is to provide a tool to enable a nurse to develop skills and/or improve performance.
- In the Attendance section: Nurses are expected not to exceed five occurrences of unscheduled, unapproved, “and unprotected” absences or tardy events in a rolling 12-month period.
- In the Notice of Termination section: Two weeks severance will not occur if the nurse is discharged for “just cause.” We removed violation of professional nursing ethics or violation of the Service Center’s policies, mission and/or core values.
- Addition of “Work Place Accommodation Meetings.” Upon request, a nurse will be permitted representation by the Association at any meeting(s) to discuss work place accommodations. This is huge! Nurses have been denied representation in meetings to discuss Americans with Disabilities Act (ADA) accommodations.

Towards the end of our session, management came back with their proposal on Article 10- Scheduling, Working Remotely, Critical Need Night Scheduling. While many proposed changes were made, the biggest
change that management is asking for is that *working remote can only occur for available shifts after the schedule is posted*. Please [click here](#) to see the full proposal.

Beyond these items, we proposed improvements to the professional development and certification articles. We are asking for an increase to the education expenses (a minimum of $400) and for online courses to be part of that reimbursement. In the certification and licensure section, we are asking for an increase of certification pay to $2.50 per hour, inclusion of pediatric and geriatric certification recognition and for Washington licenses to be paid for by the employer.

Management unsurprisingly proposed changes to the Paid Time Off (PTO) accruals and the Extended Illness Time (EIT) article. These changes are in line with what other Providence facilities recently agreed to. Most nurses stand to gain PTO based upon the new 5-tiered system. No one will lose any PTO and EIT will be preserved for life of the contract.

All of the proposals will be available on the ProvRN webpage by Monday, Aug. 12. Our next bargain session is on Tuesday, Aug. 13. If you would like to observe the next session, please let one of your officers or your labor representative Jocelyn know by email at Pitman@OregonRN.org.

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**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 13
- August 20
- August 26

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Visit ONA’s Facebook page from 2-2:30 p.m. on Aug. 14, 2019 to hear from our nurse practice consultants. They’ll be taking questions about everything from nurse staffing and scope of practice to continuing education. If you can’t see it live, it is archived for viewing later.

[www.facebook.com/OregonNursesAssociation](http://www.facebook.com/OregonNursesAssociation)

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Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit [www.OregonNursesFoundation.org](http://www.OregonNursesFoundation.org) for more information or to donate.