We Reached a Tentative Agreement!

On Monday, Sept. 16, after twelve hours of preparations and negotiations, we reached a tentative agreement with the Service Center! A huge thanks goes out to our bargaining team and to the five observers that visited throughout the day. Your presence really helped finalize this agreement!

Some of the highlights include:

- Across the board raises of: **2.75 percent**, retroactive to July 1, 2019; **2.5 percent** on July 1, 2020, **2.5 percent** on July 1, 2021 and **2.5 percent** on July 1, 2022. A total of 10.25 percent over four years!

- An Equity Adjustment agreement allowing nurses who are behind where they should be on the wage scale to be moved up a step. This will be a one-time adjustment that is requested by the nurse within 60 days of ratification (the vote passing). New hires will have 30 days from their probation ending to make this request. **This is a big deal!** We have tried to get both across the board raises and equity adjustments in previous contract negotiations but management was unable to do both.

- Added steps - step 9 and step 12 will be added on Jan. 1, 2021.

- Added steps - step 14 and step 16 will be added on Jan. 1, 2022.

- A relief charge differential increase to $2.25 per hour, was $1.75.

- Evening shift differential increase to $2.20 per hour, was $2.00 per hour.

- Night shift differential increase to $5.50 per hour, was $5.25 per hour.

- Improved Credit for Prior Experience language for new hires. It will now be based on RN experience. This will reduce the wage inequities in the bargaining unit.

- On call nurses, now called per diem nurses, will receive an increase to their “in lieu of benefits” differential - $3.00 per hour, was $2.50 per hour.

- Incentive shift increase to $13.00 per hour, was $12.00 per hour.

- Critical need night shift differential increase to $16.00 per hour, was $15.00 per hour.

- Preceptor differential increase to $2.00 per hour, was $1.00 per hour.

- Certification differential increase to $2.50 per hour, was $2.00 per hour.

- An education fund reimbursement of a minimum of $350.00 per nurse per calendar year, was $200.00.

- Preservation of the telecommuting program. Nurses will continue to be able to telecommute on a prescheduled basis. In addition, our travel time of 75 minutes to the Service Center after encountering a technological problem was preserved. **This was hard fought for! Thank you to all who came to our August meeting to show solidarity on this issue - IT WORKED!**

- Extended Illness Time (EIT) preservation for the life of the contract. This is the same agreement that Portland Providence Medical Center (PPMC),
Bargaining Update - Providence Triage Service Center

Tentative Agreement! (continued from page 1)

Providence Home Health and Hospice (PHH&H) and Providence Seaside Hospital (PSH) recently agreed to. A short-term disability program will additionally be in effect in Jan. 2020.

- A new paid time off (PTO) system that has five tiers versus the current three tiers. Now 36-hour nurses will have a higher accrual rate, treating them as full time. Overall, most nurses will see gains in their PTO accruals, no one will lose PTO. This is the same system that PPMC, PHH&H and PSH recently agreed to.

- Removal of the PTO request schedule and the tiers. PTO requests can now be made up to twelve months in advance but no less than two months in advance of scheduling periods. PTO requests need to be responded to within two weeks of the request.

- Improvements to the Equality of Employment Opportunity article, which will now include gender (including gender identity) and marital status.

- Improvements to the Employment Status article. This is the article that governs discipline, now called corrective action. This article embodies the principle of progressive corrective action, giving us the opportunity to improve our performance or behavior before reaching a serious level of corrective action or termination.

- Addition of Workplace accommodation meetings language, which allows representation for nurses who are seeking an Americans with Disabilities Act (ADA) accommodation.

- Added seniority language for nurses who are hired on the same day. Providence years of service will be reviewed first. If no Providence years of service exist, then a random drawing would occur.

- Improvements to the Internal job bidding process. This agreement will add transparency to what positions are open internally.

The ratification vote will be open electronically by the end of Sept. 2019. All full dues paying members are eligible to vote. If you are not a member but would like to become one, please don’t hesitate to ask one of our officers or contact your labor representative, Jocelyn Pitman at Pitman@OregonRN.org.

In addition, an in-person vote will also be scheduled soon, please keep a look out for our emails!

A BIG thank you to Adia Harvey, Evonne Nielsen and Sharen Gray! This contract could not have been negotiated without our splendid bargaining team. Please take the time to thank them for their dedication to this work.

Your bargaining team recommends a YES vote!
Providence Wide Steward Training

Date: Thursday, Oct. 24, 2019
Time: 10 a.m. - 2 p.m.
Location: ONA Headquarters
18765 SW Boones Ferry Road
Tualatin, OR 97062

What makes a union strong? Nurses like you enforcing our contract!

Come to this informative training and become a union Steward. Stewards ensure that the contract is being followed by representing their co-workers in investigatory meetings, grievance meetings and knowing their rights.

Please RSVP by Friday, Oct. 18, 2019 by emailing your labor representative Jocelyn at Pitman@OregonRN.org.

Lunch will be provided

Don’t Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. Mislabeled: Emails from ONA are being flagged as junk or spam by your email service provider.
2. No Email: ONA does not have an email on file for you.
3. Bad Email: ONA has an incorrect or outdated email on file.
4. Blocked: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. Opted Out: You have opted out of receiving emails.
6. Work Email Filters: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. Check your junk/spam/clutter folder for ONA emails: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. Email ONA: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.
ONA Leadership Congress and Staffing Policy Assembly (SPA)

Oct. 3 & 4, 2019 - Springfield

Leadership Congress
Thursday, Oct. 3

Time: 1-5:30 p.m.
Location: Hilton Garden Inn, Springfield

The 2019 ONA Leadership Congress will provide all current and incoming nurse leaders an opportunity to give feedback on what it means to be a leader in ONA and help inform what leadership will look like in the future. There will also be discussions about potential ONA bylaws changes and resolutions that may be brought to the ONA House of Delegates.

Staffing Policy Assembly
Friday, Oct. 4

Time: 9 a.m. - 5 p.m.
Location: Hilton Garden Inn, Springfield

Join ONA for a SPA day! The ONA Staffing Policy Assembly (SPA) is an opportunity for ONA members to discuss staffing issues and guide the organization in determining next steps in the fight for improved staffing. Some goals for the SPA are to determine ways to improve regulation of the current Oregon Hospital Nurse Staffing Law and establish priorities for legislation going into future legislative sessions.

ONA members are invited to attend these events for FREE! You can attend both days or attend the day you think is most valuable to you. When registering, please let us know which days you plan to attend. Learn more and register today at OregonRN.org.

Participants of the Staffing Policy Assembly will be able to earn continuing nursing education contact hours.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.