

Contract Ratified with 100% Yes Votes!

We are pleased to announce that the new contract has been ratified and is now fully in effect. Seventy-nine percent of our members voted, either online or in person, and every one of you voted yes!

You can review the new contract on the ONA/ProvRN bargaining unit webpage at www.OregonRN.org/611 (titled Redline Tentative Agreement Document).

The Service Center was notified on Oct. 10 that the contract was ratified and to start processing the 2.75 percent retroactive pay to July 1, 2019.

If you believe that you have been placed on the wrong wage scale, please follow the instructions in this agreement:

MEMORANDUM OF UNDERSTANDING (MOU) - EQUITY ADJUSTMENTS

The parties agree that there will be a one-time equity adjustment to better align the current bargaining unit nurses to the step progression chart in Appendix A of the collective bargaining agreement. Any nurse who believes that the nurse's current step placement does

not align with the step progression chart (due to the nurse's years of service with the Service Center or years of RN experience) may within 60 days of ratification of this agreement, make a written request for a review of the nurse's step placement. A new hire nurse, hired prior to ratification of this contract, may make a request within 30 days of their probation ending. The nurse's written request will be sent to both ONA and the Service Center and will include the nurse's years at the Service Center and the nurse's years of experience (including full- and part-time experience) as an RN. Any nurse who is found by the Service Center to not currently be on the step that the nurse would be placed on according to the step progression chart will receive a one-time step increase to the next highest step listed in Appendix A. Any dispute over the adjustment of a nurse's step placement will be resolved according to the grievance procedure set forth in Article 24 of the collective bargaining agreement.

For your ONA contact, you can send the written request to: Pitman@OregonRN.org

Charge Nurse Grievance

On Monday, Oct. 7, we held our Step 1 meeting for our charge nurse grievance with Amy Barrett and our new human resources representative, Marianna Sorensen. For ONA, ProvRN Chair Adia Harvey, Heidi Burns and Jocelyn Pitman were present. We discussed the comments received in our mid-term bargaining survey and provided other examples of how we have been performing charge nurse work without a differential or performing core charge nurse duties but only receiving the relief charge nurse differential.

We cited several contract violations:

- Article 2 A 3: Charge Nurse - **A nurse who assists the nurse manager/supervisor** in the workings of the unit;
- Article 19 B, Job Posting;
- Appendix A, Section C - Charge Nurse Differentials;
- Memorandum of Understanding - Charge Nurses.

The Service Center will not challenge the status of charge nurses or lead nurses as bargaining unit

Charge Nurse Grievance *(continued from page 1)*

nurses based on the National Labor Relations Board ruling of Kentucky River.

Since we have supervisors and other staff outside of the bargaining unit doing charge nurse work, we believe we have a good case due to the above. In addition, we have supervisors who are assuming the role of charge nurse, but then delegating charge nurse duties to staff members without making it clear that they are acting as the charge nurse.

Our remedy sought is to post a core charge nurse position on each shift: days, evenings and nights. Nurses who are performing relief charge nurse duties should always be receiving the relief charge differential.

Stay tuned for next steps!

ONA/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



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 for more information or to donate.