ONA/PSH Gears Up for Bargaining

With contract negotiations wrapped at Providence St. Vincent, Milwaukie, and Willamette Falls, ONA RNs at Providence Seaside, Portland, and Home Health and Hospice are gearing up for the next phase of our statewide campaign to raise standards across the Providence system.

As we head into our negotiations, we ask ONA/PSH members to:
► Complete our bargaining survey.
► Attend a bargaining drop-in session.
► Join our Contract Action Team.

Bargaining Survey/Drop-In Sessions

Please take about 15 minutes to complete our bargaining survey and help us set our priorities for negotiations.

We would really like to hear from every nurse – hospital, clinic, and home health alike – so we can bargain a contract that speaks to the needs of all ONA/PSH nurses.

Go to: (or scan the QR code).

Take a few minutes to grab a snack and chat about bargaining at one (or more!) of our drop-in sessions – times listed below.

Come ready to share more about your priorities in bargaining and to learn about the bargaining process and timeline.

Drop-In Sessions
► Sunday, Aug. 6
6 to 8 a.m. (0600-0800)
► Tuesday, Aug. 9
11 a.m. to 1 p.m. (1100-1300)
► Tuesday, Aug. 9
6 to 8 pm. (1800-2000)

The location within the hospital will be announced soon.

COUNT DOWN TO CONTRACT EXPIRATION
124 Days
Contract Action Team

We need at least one RN from each shift on each unit to serve as Contract Action Team (CAT) members. The CAT helps disseminate information about bargaining to their unit and communicates the feedback, ideas, and concerns from the nurses on their unit to the bargaining team.

A strong CAT will ensure successful bargaining that speaks to the needs of all RNs. All who volunteer to serve as a CAT member will receive training and materials to carry out this work.

If you are ready to step up and help support bargaining and amplify the voices from your unit, please contact your ONA Labor Representative Ashley Bromley at Bromley@OregonRN.org or (865) 201-7518.

Payroll Discrepancies

With the switch to Genesis, many ONA Providence RNs have experienced payroll discrepancies.

These have included missed paychecks, unpaid single shift bonuses (SSBs), unpaid differentials, and lost paid time off (PTO) hours. Specific to Providence Seaside, some RNs have recognized that they have lost earned low census bank hours. This may take the form of having your low census bank hours capped at 250 even though you had earned hours in excess of 250 before the new cap came into place.

Please take a moment to look over your July 6 and July 22 paychecks to check for any inaccuracies and report them on this short form, or scan the QR Code.

https://bit.ly/Payroll-Discrepancy

Single Shift Bonuses

Single Shift Bonuses (SSBs) are set to expire Saturday, July 30, 2022.

We have approached the hospital in an attempt to negotiate an extension, but they have summarily refused to do so. Incentive shifts picked up after July 30 will be paid at the regular incentive differential of $15 per hour and will not receive the additional $500 per 12-hour shift.

When you complete the bargaining survey, take a few moments to answer a few supplemental questions on the impact of rescinding SSBs.

Note that these questions will only be asked of hospital nurses for whom the SSBs have been in place; they were never extended to Home Health or clinic nurses, despite ONA’s efforts to do so.

Weigh In on Workplace Violence

Workplace violence (WPV) against healthcare workers is a worldwide phenomenon and is increasing in occurrence. Recent statistics reveal that 1 in every 4 nurses has experienced violence in the workplace. Inadequate staffing is likely a significant factor in this statistic and the cyclical nature of this issue leads to stress, burnout, compassion fatigue and contributes to the large numbers of nurses leaving the profession.

ONA’s WPV workgroup is creating new strategic solutions for addressing WPV in a variety of ways including contract language, state legislative policy, education and training, and more. You can help by completing an important survey about WPV.

The workgroup is hoping to collect information on the level of workplace violence and staffing inadequacies faced by our members. They want also want to know about strategies to improve nurse staffing and reduce the incidence of WPV directed at nurses.

You can take the survey at (or scan the QR code): www.surveymonkey.com/r/2022ONAWPVSurvey.

Please respond by Aug. 31, 2022 at 11:45 p.m.

If you have any questions, contact ONA’s Professional Services Dept. at Practice@OregonRN.org.