Open Bargaining

ONA PWF Pre-Bargaining Survey

Our contract expires
December 31, 2023

We have asked PWF to open the contract this June in order to give us enough time to negotiate a fair agreement and avoid the need for retro pay. They have said they are interested but are restricted based on the availability of their one labor attorney who is tied up bargaining with other Providence contracts. We made it clear that we are willing to start soon and delays due to their lawyer not being available should be remedied in order to move forward.

If you haven’t already responded to our ONA PWF pre-bargaining survey, please do ASAP! Your negotiation team needs your feedback in order to bring your concerns to the bargaining table. This survey is what we use to inform and educate Providence on what matters to you the most and gives us the leverage we need when the hospital pushes back.

The survey deadline has been extended to Monday, May 22 at 11:45 p.m.

Let your voice be heard today!

Scan the QR code or clink the link below to access the survey.

Advocate and Get Involved at PWF—Here’s How

**Contract Action Team (CAT)**

We need nurses from every unit and shift to be on the CAT to communicate with front line nurses. CAT members are a key component during negotiations to make sure our nurses are informed, have a voice, and can mobilize for campaigns for contract proposals.

Bargaining Unit Officers depend on the CAT members to connect with the nurses across the hospital, through:

- Talking with nurses and reporting out to the Bargaining Unit Officers
- Handing out the newsletter, keeping nurses informed
- Supporting campaigns by encouraging wearing buttons, stickers, etc.
- Ensuring surveys are filled out so our voice is heard

Here are the units that we need CAT members:

- ED
- MedSurg
- CU
- OR
- PACU
- SSU
- CAPU
- Birthplace
- Resource
- IV Therapy
- OPI

**PWF ONA Executive Committee**

Filling an officer position on the Executive Committee is a great way to serve your fellow nurses and hold our employer accountable. As a bargaining unit officer on the Executive Committee, you also have a seat at the table during negotiations. Currently, the Grievance Chair position is vacant. This role is a great way to hold the hospital accountable to our contract, advocate for fellow nurses, and have a seat at the table during monthly Nurse Task Force meetings. Here is the role description from our bylaws:

- Conduct and supervise the affairs of the Executive Committee with regard to grievances.
- Oversees the processing of unit representatives in their investigation of all grievance complaints filed by BU members.
- Responsible for securing representation, if requested, for the grievant when their unit representative is not available.

**Negotiation Committee**

Do you want to be at the table during negotiations? We need all units to have representation during bargaining in order to ensure our contract is fair for all of us. Several units are already well represented—here are the units that we need a nurse to represent on our Negotiation Committee:

- CAPU
- ICU
- Resource

Please consider serving to make sure your unit has a voice at the bargaining table!
PROFESSIONAL NURSING CARE COMMITTEE

Are you the practice expert on your unit? Do you find yourself seeing ways we can improve practice conditions for nurses at PWF? Is the Oregon Nurse Practice Act in your back pocket? Then the Professional Nurse Care Committee (PNCC) is a perfect way for you to get involved and serve your fellow nurses! Meetings are every other month and paid. If you are interested in being on the PNCC, please email Kendra Lee at leek12@georgefox.edu or kendra.lee@providence.org.

If you interested in any of these roles, please contact:

Virginia Smith, PWF ONA Bargaining Unit Chair
503-312-7809 (call or text)
virginiadsmithrn@gmail.com
virginia.smith2@providence.org

Timothy Welp, ONA Labor Representative for PWF
503-748-9768
welp@oregonrn.org

Latest News at PWF

SSU & CAPU SCHEDULE

Both the CAPU and Short Stay units are currently undergoing shift length changes to go from 8-hour shifts to 12-hour shifts, though the changes on each unit has been slightly different.

The CAPU had a vote across the unit, initiated by the nurses, to make the move for whole unit. SSU has been hiring to 10s and 12s for the better part of the last 18 months, so only a few nurses there are still on 8-hour shifts. The change in SSU was initiated by management for the five nurses who still work 8-hour shifts.

The negotiation process has followed article 14.6 closely, and the nurses on both units have worked together with management and unit nurse leaders to move through the process in a fair and calculated way. It has been an involved process and the nurses on these units have fought well for each impacted nurse to be recognized and heard.

The schedule changes are due to go into effect on May 21 for CAPU and June 18 for SSU.

6/2 SCHEDULE PROGRAM

We are still waiting to hear back from the hospital with our fine-tuned edits to the 6/2 schedule we gave them in February. We are hopeful to get it back soon and role it out as soon as this September. Here are the details on the program:

♦ The 6/2 schedule program is where a nurse would work six (6) pay periods and have two (2) consecutive pay periods off work that are paid.

♦ There must be at least four (4) nurses for one 6/2 cycle. When initiated, the nurses on this schedule would start one month at a time in a staggered formation, to prevent multiple nurses off the same month.

continued on page 4
**ONA Providence Systemwide Coalition**

**Nurses Uniting to Raise Standards**

There is a lot of action going on in the other Providence sites and contracts - check out the system-wide Providence updates here:

[www.oregonrn.org/providence](http://www.oregonrn.org/providence)

**ONA Statewide Elections: Voting Open through May 15**

Voting in the 2023 ONA Statewide Elections is open through May 15. This is an opportunity for every ONA member to have a voice in the future of nursing in Oregon.

This election features races for critical leadership positions, including contested races for the Labor Cabinet and the Cabinet on Health Policy, ANA delegates and more.


**Latest News at PWF** Continued from page 3

- Nurses on the 6/2 schedule would still have access to PTO for incidental sick calls and short-term disability during the working period; nurses would not accrue PTO on the 6/2 schedule.
- Eligibility would be for 0.9 and 1.0 nurses only.
- We anticipate this starting on night shift and in select units as a pilot, and depending on how the pilot goes may be available for day shift.
- This program came from Providence hospitals in California and has been wildly popular among nurses and hospitals for supporting retention and reducing burnout.

Voting Process and Information

ONA is using YesElections as the service provider for our 2023 ONA Statewide Election. Members were sent an email or postcard on April 13 from YesElections with your voting information.

**Didn't Receive a Ballot?**

Search your junk/spam folders (and your promotions or other tabs in Gmail) for an email from YesElections on behalf of the Oregon Nurses Association.

If you did not receive your ballot via email, or if you have questions regarding your membership or election guidelines, please contact ONA at news@oregonrn.org