

Nov. 19, 2018



## Bargaining Begins!

We had our opening day of contract negotiations with Management on Tuesday, Nov. 13. After introductions and establishing ground rules, we opened with over 50 proposals covering economics, scheduling, paid time off (PTO) and extended illness time (EIT), nurse specialties, as well as over 20 proposals that address contract clarity and language clean-up. Our proposals were well received and we ended the day with a sense of accomplishment.

We will be having our next meeting to hear Management's counterproposals on Dec. 13, 0800-1200, CHEC Room A/B. The CHEC is the Providence Community Center building at the bottom of the hill from the hospital—the address is 519 15<sup>th</sup> St., Oregon City, 97045.

**Times and rooms can change, so please let one of your bargaining team members know if plan to attend.**



Here is an overview of our proposals:

### Article 3

- Definition for core and relief charge roles. This includes requirement for advanced cardiac life support (ACLS) and specialty certification, and spells out the expectations for fulfilling the two roles.
- Definition for Resource Nurse. This new subsection pulls the memorandum of understanding (MOU) from last contract in the body of the contract. The introduction of the resource nurse unit to WFH was recognized on both sides of the table as being "widely successful."

### Your ONA Bargaining Team

- Tom Doyle, ONA Attorney
- Sarah Amar, BirthPlace
- Sharon Candioto, MedSurg
- Jay Formick, MedSurg
- Nicole Hudson, Emergency Department
- Jon Houser, CAPU
- Virginia Smith, MedSurg
- Kacy Van, OR

### WFH Management Team

- Dan Mueller, PH&S Labor Attorney
- Kellie Canchola, Interim Nurse Manager, BirthPlace
- David Monego, Director of Nursing
- Meredith Rueda, Nurse Manager, Surgical Services
- Jessica Sandstrom, Nurse Manager, Emergency Services
- Sandra Schull, Nurse Manger, ICU and IVT
- Julie Smith, HR Business Partner
- Damian Uzueta, Nurse Manager, CAPU
- Genevieve Westhaver, Nurse Manager, Med/Surg and Transport

### Article 11

- Revision work in an effort to make this article cover all wage and economic stipulations, including moving scheduling and hours of work sections from Article 14 to Article 11.
- New proposal for option to have hour-for-hour PTO contributions for hours worked from call back in lieu of call back pay.
- Reintroduction of holiday pay based on date of holiday for Surgical Services and evening shift.
- Separate calculation of call back pay and overtime
- Differentials:
  - Standby Call Rates: \$6.00
  - Charge Nurse: \$6.00 for both core and relief

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- Preceptor: \$4.00
- Resuscitation Nurse (NEW): \$4.00
- Resource Nurse (NEW): \$8.00

### Article 14

- Revision work in an effort to make this article cover all hours of work and scheduling stipulations, including moving economics sections from Article 11 to Article 14.
- Introduction of a staffing committee section.
- Incorporation of rest and meal breaks MOU from the grievance agreement.
- Scheduling proposals include partnering with a bargaining nurse on unit scheduling, defining weekend scheduling practices, call scheduling for Surgical Services, holiday scheduling practices, and extra work scheduling.

### Article 21

- Revisions to remove division between pre- and post-2011 nurses.
- Increase PTO accrual rate to prevailing rate among other Providence ministries.
- Allow for all nurses to accrue PTO while on standby.
- Allow for reasonable notification timeframe for PTO requests.
- Allow for resubmission of priority requests if denied.
- Allow for use of EIT for any sick occurrence.

### Article 24

- Remove disciplinary action from file after two years.

### Appendix A

- Five percent wage increase both years.
- 30 year step.
- Evening shift premium: \$4.00
- Night shift premium: \$7.00
- Certification Premiums: \$4.00
- Weekend Premiums: \$3.00
- Extra Shift Premium: \$18.00
- Add Critical Care Registered Nurse (CCRN) for Post-Anesthesia Care Unit (PACU) RNs.

### Appendix B

- Incorporates Helping Hands algorithm.
- Clarifies “specialty” nurse exception for call off order.
- Introduction of mandatory day off (MDO) cap.

### New MOUs

- HMO option.
- 6/2 scheduling for night shift.
- Retirement Transition Program.

**Please review our opening proposals and reach out to your Bargaining Team with your feedback!**

## WFH To Get New Labor Representative

Our former labor representative Karly Edwards has taken the position of Chief of Staff for Jo Ann Hardesty. After campaigning this last year, Karly is excited to continue her career in service on this new path. We are tremendously grateful for her strong advocacy and support through this last year. Our work on getting the resource nurses hired, the rest and meal break grievance, and ensuring nurses have a voice for best practice and a safe work environment was well fought with Karly at our side. Thanks Karly, and best wishes in PDX!

We opened negotiations with Tom Doyle, legal counsel for ONA, and will have him for the duration. He closed our last contract and is a skilled negotiator and strikes the right tone at the table.

ONA plans on hiring a new representative for us soon, so stay tuned!

**For any concerns regarding filing a grievance, meeting with management, or if you otherwise need representation from ONA, please call or text your Grievance Chair, Virginia Smith, RN (MedSurg) at 503-312-7809.**

