

Back at the Table

Everyone was eager to move forward as we finally got back to our second round of negotiations after almost two months since opening proposals.

Management was prepared to present their proposals on the numbered articles, excluding Article 21 Paid Tim Off (PTO) and still needs more time to review our proposals for Appendix A, B, and C.

They had a few proposals of their own and asked many clarifying questions regarding several of our proposals. We are still very early in the process, and while Management said NO to most of our proposals and did not make any movement on wages or differentials, they acknowledged it is early still and they

are willing to discuss many of the proposals we opened with.

Overall, the tone and pace of this bargaining session was good, despite not looking over the appendices yet. We are making slow progress.

Management did not make any proposals regarding freezing extended illness time (EIT) accruals and replacing with a short-term disability insurance plan. We are anticipating it and suspect this is why they did not have any counterproposals for Article 21.

Our next bargaining session is Jan. 22, at 9:00 a.m. in Conference Room 1.

CURRENT OVERVIEW OF ONA PROPOSALS AND PWFMC RESPONSES

Topic	ONA Proposal	PWFMC Proposal/Response
Article 3.5—Charge Nurse	Define Core and Relief Charge roles, include ACLS and certification as required, define terms under which the Charge nurse takes a patient assignment	Agree to defining Core and Relief roles, proposed broader language NO to include ACLS or certification, or patient assignment terms
Article 3.6—Resource Nurse	Define Resource Nurse with language from the MOU	Agree to including the definition, proposed broader language
Article 8—Management Rights	Include that “determining staffing requirements” is “in accordance with the Oregon Nurse Staffing Laws	NO to including language about nurse staffing laws
Article 10.2—Use of Bulletin Board	Include Resource Nurse break room as a location	TA
Article 11—Wages, Overtime, and Economics	Numerous rearrangement and “clean up” proposals including moving sections to-and-from Article 14 45 minute reporting time for surgical staff Accrue PTO in lieu of time and half pay for call back	Agreed to rearrangements with Article 14 NO to increase in reporting time, propose to keep at 30 minutes for surgical services and proposed to include birthplace

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CURRENT OVERVIEW OF ONA PROPOSALS AND PWFMC RESPONSES *continued from page 1*

Topic	ONA Proposal	PWFMC Proposal/Response
Article 11—Wages, Overtime, and Economics (continued)	<p>Numerous rearrangement and “clean up” proposals including moving sections to-and-from Article 14</p> <p>45 minute reporting time for surgical staff</p> <p>Accrue PTO in lieu of time and half pay for call back</p> <p>Reintroduction of holiday pay based on date of holiday for Surgical Services and evening shift</p> <p>Separate calculation of call back pay and overtime</p> <p>Differentials: Standby Call Rates: \$6.00 Charge Nurse: \$6.00 for both core and relief Preceptor: \$4.00 Resuscitation Nurse (NEW): \$4.00 Resource Nurse (NEW): \$8.00</p>	<p>Agreed to rearrangements with Article 14</p> <p>NO to increase in reporting time, propose to keep at 30 minutes for surgical services and proposed to include birthplace</p> <p>NO to PTO in lieu of time and half</p> <p>New proposal to eliminate option to go home and get 3 hours paid if called in and not needed, would be required to stay and do healthstream, email, etc.</p> <p>NO to our proposals for holiday pay, counterproposal to go back to 2015-2016 contract where shift with most hours worked on holiday listed would get holiday pay</p> <p>NO to separation of call back pay and overtime calculation, although willing to discuss</p> <p>NO to all differential increases at this time, no to differentials AT ALL for Resuscitation Nurse and Resource Nurse</p>
Article 12—Basic Medical/Dental Coverage	NA	New proposal to include EPO plan as third plan option in connection with HMO plan if included
Article 13—Retirement	No proposal yet, opened on November to bring to management’s attention. Plan to propose increase in Providence contribution	NA
Article 14—Hours of Work and Scheduling	<p>Numerous rearrangement and “clean up” proposals including moving sections to-and-from Article 11</p> <p>Introduction of Staffing Committee section</p> <p>Incorporation of rest and meal breaks MOU from the grievance agreement</p> <p>Include partnering with a bargaining nurse on unit scheduling</p> <p>Define weekend scheduling practices</p> <p>Include call scheduling for Surgical Services</p> <p>Holiday scheduling practices</p> <p>Extra work scheduling clean up</p>	<p>Agreed to rearrangements with Article 11</p> <p>NO to Staffing Committee section</p> <p>Agreed to including elements of the rest and meal breaks MOU, counterproposal was very broad and did not include many of the parts crucial to ensuring nurses have break relief</p> <p>NO, but are willing to reconsider including a nurse in scheduling after our discussion that this is current practice</p> <p>NO to weekend scheduling</p> <p>NO to including Surgical Services call scheduling</p> <p>NO to holiday scheduling practices</p> <p>Agreed to clean up edits in Extra Work</p>

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CURRENT OVERVIEW OF ONA PROPOSALS AND PWFMC RESPONSES

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Topic	ONA Proposal	PWFMC Proposal/Response
Article 16—PNCC	Proposed “all units represented” Proposed extension on turn-around time on minutes from 5 days to next meeting	NO to all units, wanted to stay at 7 members. We explained that there are 8 units currently, not counting Resource and IVT. We countered with 9, they are considering this NO to next meeting, proposed 10 days. We countered with 30 days
Article 17—Nurse Task Force	Several proposals regarding transparency for NTF decision-making and impacted workers	Management considering our proposals
Article 19—Seniority	Several clean up proposals	Agreed to clean up. New proposal to clean up language defining seniority
Article 24—Employment Status	Remove disciplinary action from file after two years	NO to time limit. Management wants to maintain being able to “look for patterns to current behavior.
Article 26—Modification	Delete reopener reference to article	TA
Article 28—Duration	2-year contract	4-year contract

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

CORRECTION: Last week you mistakenly received an email from ONA asking you to complete a survey regarding an extended illness time (EIT) proposal from Providence. **This survey was only intended for nurses at Providence Portland Medical Center.** You will receive a separate survey on the EIT issue tailored specifically for Providence Willamette Falls

Next Bargaining Session

**Jan. 22,
9:00 a.m.**

in Conference Room 1.

**Bargaining Dates
(scheduled so far):**

Jan. 30

Feb. 18

Feb. 21

contact a bargaining team member if you plan to attend.

ONA BU LEADERSHIP CONFERENCE



Learn how to develop and cultivate your voice in your workplace at ONA's Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton in downtown Portland.

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

April 10-11, 2019
Portland, OR

Who Should Attend

Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration

Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon

Concerns with Filing A Grievance?

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

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Continuing nursing education contact hours

Tuesday, Feb. 5, 2019

ONA Oregon Nurses Association
Voice of Oregon Nurses Since 1904



Visit www.OregonRN.org for details and registration.