

February 7, 2019

PWFMC Nurses Align with Providence Nurses Across Oregon and Say “No!” to EIT Takeaway

The extended illness time (EIT) survey is still going—please [CLICK HERE](#) to take the survey, or go to: www.SurveyMonkey.com/r/PWFMC-EIT-Svy

Your feedback on this proposal is vital for us to bargain for you. **The EIT survey closes on Feb. 14.** Based on the survey results so far, your ONA team continues to say NO to this take away!

Your ONA bargaining team met with nurse leaders from the other ONA represented Providence facilities on Monday, Feb. 4, to discuss the EIT and paid time off (PTO) proposals and survey results from Providence Portland Medical Center. Nurses across the Providence system are united in fighting this takeaway.

ONA nurse leaders issued this joint statement at the Providence meeting on Monday, Feb. 4: “As Providence nurses, we are exposed to illnesses and injuries everyday. PTO and EIT are our safeguards to

protect our patients, our families, our communities and ourselves. And that’s why we are standing together across Providence.”

Reminder: Make sure your email is up-to-date with ONA. This is how you can be sure to get your bargaining updates, electronic newsletters with links, and more! [CLICK HERE](#) to update your contact information, or go to: www.OregonRN.org/page/11



Providence nurse leaders meeting together.

ONA Membership Meeting

Feb. 15

10 a.m. - 4 p.m.
Conference Room 2

Upcoming Bargaining Sessions:

Monday, Feb. 18
Thursday, Feb. 21

Location: CHEC, room to be announced
Time: 0900-1700

If you plan on attending any bargaining sessions, please let one of your ONA bargaining team members know!

IT'S TIME TO DEMONSTRATE OUR SUPPORT AND RESOLVE.

WE WILL BE WEARING STICKERS ON MONDAY, FEB. 11, IN SUPPORT OF BARGAINING.

EMAIL A PHOTO OF NURSES ON YOUR UNIT WEARING STICKERS TO:
VirginiaDSmithRN@gmail.com

Latest Bargaining Session

We held our fifth bargaining session on Wednesday, Jan. 30, 2019 where we exchanged proposals with management. Your ONA team has continued to say NO to management's proposal to freeze EIT accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020. Here is why we are continuing to say NO:

Reasons why we think management's proposal is bad:	Reasons why some might like the proposal:
<ul style="list-style-type: none"> LOSS of EIT-accrued benefit 	<ul style="list-style-type: none"> Not everyone has accrued a lot of EIT, or has used their accruals
<ul style="list-style-type: none"> LOSS of our paid time off to care for a family member 	<ul style="list-style-type: none"> Employer would pay the premium for STD (currently costs approximately \$30 per pay period for nurses who purchase it through UNUM)
<ul style="list-style-type: none"> Reductions to PTO accruals* (especially for 0.9 FTE) <i>*this is especially concerning for units who experience a lot of low census</i> 	<ul style="list-style-type: none"> Can potentially utilize more than 26 weeks per year (if two separate STD claims in one year get approved by Sedgewick, meaning you could have more paid hours than the current EIT cap of 1,040 hours)
<ul style="list-style-type: none"> Increase wait time from 24 hours (to access EIT) to 7 calendar days (to access STD) 	<ul style="list-style-type: none"> Parental leave
<ul style="list-style-type: none"> EIT is paid at 100 percent of pay. STD is paid at 65 percent of pay (and TAXED if the employer pays the premium) 	
<ul style="list-style-type: none"> Current STD option is untaxed and cost is approximately only \$30 per pay period 	
<ul style="list-style-type: none"> Have to deal with SEDGEWICK* 	
<ul style="list-style-type: none"> <i>*Nurses routinely report negative experiences with this third party administrator</i> 	
<ul style="list-style-type: none"> Oregon HB 3087 is likely to pass in the 2019 legislative session, ensuring paid family and medical leave. Providence is offering up something they will be required by law as a reason this is a good plan. 	

Need to file a grievance?

For any concerns regarding filing a grievance, meeting with management, or otherwise needing representation from the ONA, please call or text your Grievance Chair, Virginia Smith, RN (Med/Surg) at: (503) 312-7809.

Summary of Where We Are with Bargaining

Topic	ONA Proposal	PWFMC Proposal
Article 3.5 — Charge Nurse	<ul style="list-style-type: none"> Maintain definition for separating Core and Relief Charge roles and requiring ACLS and certification Compromised on terms under which the Charge nurse takes a patient assignment 	<ul style="list-style-type: none"> Agree to defining Core and Relief roles but proposed broader language Considering inclusion of ACLS and certification
Article 3.6 — Resource Nurse	<ul style="list-style-type: none"> Maintain defining Resource Nurse with language from the MOU Discussed rationale for why the specific definition 	<ul style="list-style-type: none"> Agree to including the definition Considering our proposal language
Article 8 — Management Rights	<ul style="list-style-type: none"> Maintain inclusion of “determining staffing requirements” is “in accordance with the Oregon Nurse Staffing Laws” 	<ul style="list-style-type: none"> NO to including language about nurse staffing laws
Article 11 — Wages, Overtime, and Economics	<ul style="list-style-type: none"> Maintain 45 minute reporting time for surgical staff NO to their proposal to eliminate three hours pay for getting called in and not being needed Maintain separation of call-back pay and overtime Agree to their proposal for holiday pay to go back to 2015-2016 contract where shift with most hours worked on holiday listed would get holiday pay Differentials: <ul style="list-style-type: none"> Standby: \$6.00 Charge Nurse: \$6.00 for both core and relief Preceptor: \$4.00 Resuscitation Nurse (NEW): \$4.00 Resource Nurse (NEW): \$8.00 	<ul style="list-style-type: none"> NO to increase in reporting time, maintaining with counter-proposal to keep at 30 minutes for surgical services and to include Birthplace New proposal to eliminate option to go home and get three hours paid if called in and not needed, would be required to stay and do healthstream, email, etc. NO to separation of call-back pay and overtime calculation, although willing to discuss NO to all differential increases at this time, no to differentials AT ALL for Resuscitation Nurse and Resource Nurse
Article 14 — Hours of Work and Scheduling	<ul style="list-style-type: none"> Maintain introduction of Staffing Committee section Revised our proposal for rest and meal breaks MOU from the grievance agreement, maintain being able to call staff in and post four-hour “lunch lady” shifts Include partnering with a bargaining nurse on unit scheduling Maintain defining weekend scheduling practices, revised to delete every third weekend language. Compromised on call scheduling for Surgical Services, agreed to work through SEC for call scheduling 	<ul style="list-style-type: none"> NO to Staffing Committee section Considering our proposal Agree to including a nurse in scheduling after our discussion that this is current practice NO to weekend scheduling. Discussed practices and methods that would work, asked for them to come up with a counter proposal instead of just saying no to ours

Continued on page 4

Summary of Where We Are with Bargaining *(continued from page 3)*

Topic	ONA Proposal	PWFMC Proposal
<i>(continued)</i> Article 14 — Hours of Work and Scheduling	<i>(continued)</i> <ul style="list-style-type: none"> Maintain holiday scheduling practices Agreed to clean up edits in Extra Work 	<i>(continued)</i> <ul style="list-style-type: none"> NO to holiday scheduling practices Agreed to clean up edits in Extra Work
Article 19 — Seniority	<ul style="list-style-type: none"> Agreed to several clean up proposals 	<ul style="list-style-type: none"> Tentative Agreement
Article 24 — Employment Status	<ul style="list-style-type: none"> Remove disciplinary action from file after two years 	<ul style="list-style-type: none"> NO to time limit. Management maintains being able to “look for patterns to current behavior.”
Article 28 — Duration	<ul style="list-style-type: none"> Two-year contract (2019 – 2020) 	<ul style="list-style-type: none"> Four-year contract (2019 – 2023)
Appendix A	<ul style="list-style-type: none"> 5 percent each year (2019, 2020) Eve shift: \$4.00 Night shift: \$7.00 Cert diff: \$4.00 Weekend: \$3.00 Extra Shift: \$18.00 	<ul style="list-style-type: none"> 1 percent each year (2019 – 2023) NO to all differential increases Agree to including CCRN for PACU RNs Agree to expanding weekend differential hours to be from Friday at 1500 to Monday at 0600
Appendix B	<ul style="list-style-type: none"> MDO cap of one day per four-week scheduling period 	<ul style="list-style-type: none"> Verbal consideration, no written counterproposal yet

PWFMC 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

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

Know Your Rights Q&A: Wearing ONA Buttons at Work

Q: Are we allowed to wear ONA buttons at work?

A: Yes. By law, you are allowed to wear union buttons while on duty. People wear lanyards, stickers, photos, and pins that have personal, religious, and sports messages – union buttons are no different.

Q: Can management discipline me for wearing an ONA button?

A: No. It is illegal for management to punish employees for wearing buttons in support of ONA or issues that we are working on as a union. Employees are protected by the National Labor Relations Act's (NLRA) "Protected Concerted Activities" clause.

Q: What do I do if management asks that I remove my button?

A: It is illegal for management to ask nurses to remove their ONA buttons. If a manager does ask you this, notify him/her that you have the right to wear your button/sticker at all times during your shift. Report details of any management/supervisor request to an ONA representative (officer, bargaining team member or ONA Labor Relations Representative) immediately.

Q: Can I wear my button in patient care areas?

A: Yes. Employees have the right to wear their ONA buttons visibly. Should a manager ask you to remove your ONA button while in front of patients, notify him/her that you have the right to visibly wear your ONA button/sticker at all times during your shift. Report to an ONA representative if a manager or supervisor has any conversation with you about it.

Q: What do I answer when patients or their families ask about the button?

A: The truth: that we are in contract bargaining and we want ensure that we maintain fair wages, benefits, working conditions for nurses and that we can continue to give our patients the best care possible.

Q: Where can I get more information about how the law protects employees?

A: The National Labor Relation Board's website covers all the laws that protect employees engaging in union activities. You can find more details at www.nlr.gov/workplace_rights/.

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

2019 ONA Statewide Elections: Nominations Open

ONA is now accepting nominations for open positions in the 2019 ONA Statewide Elections. By choosing to run for an ONA statewide elected position, you are making a choice to invest in your future and the future of nursing.

Whether serving on a committee, cabinet, or the board, ONA leaders have the capacity to influence public policy, professional nursing standards, and advance our profession.

Following is a list of leadership positions open for nomination in the 2019 ONA Statewide Elections. For those positions with multiple openings, the number of spots is signified by a number next to the position title. For example, Director (4) means there are four open director positions.



Open Positions:

- Vice President/ANA Delegate
- Treasurer
- Director (4)
- Director - New Graduate (1)
- Cabinet on Health Policy (4)
- Cabinet on Education (3)
- Cabinet on Nursing Practice & Research (4)
- Cabinet on Economic & General Welfare (3)
- ANA Delegate/Alternate (9)
- Nominating Committee (3)
- Elections Committee (3)
- AFL-CIO Delegate

Nominations must be submitted by Feb. 12, 2019.

Visit www.OregonRN.org/2019Election to learn more