

May 12, 2017

# ONA

Oregon Nurses Association  
Bargaining Unit Newsletter

Providence Willamette Falls Medical Center (PWPMC)

## Bargaining Update #8

### ONA/PWPMC Negotiation Committee

**President:**

Jay Formick, RN, Med/  
Surg

**Vice President:**

Holly Spitzer, RN, ICU

**Secretary/Treasurer:**

Sharon Candidito, RN,  
Med/Surg

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**Grievance Chair:**

Chris Coleman, RN, ICU

**Professional Nursing Care  
Committee (PNCC) Chair:**

Virginia Smith, RN, Med/  
Surg

**Member at Large:**

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**Interim ONA Negotiating  
Attorney:**

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## Tentative Agreement Reached!

The following is a summary of changes in the 2017 ONA (Oregon Nurses Association)/Providence Willamette Falls Medical Center (PWPMC) Tentative Agreement:

### Compensation:

Effective January 1, 2017, pay rates shall be increased by 2.5 percent. Effective January 1, 2018, pay rates shall be increased by 2.0 percent.

30-year veteran nurses shall receive a bonus of \$1,200 for full time and \$750 for part-time status

Certification premiums will be raised to \$2.40 from \$2.35.

Extra-shift premium shall be raised to \$15 per hour from \$13.

**Article 11.4:** New prohibition on third call backs for standby dictate that nurses who are called in to work from standby shift twice and who are subsequently relieved of duty for lack of work shall not be called in a third time during the same standby shift.

**Article 11.9:** For preceptor assignments, managers will give preference to those who have completed approved preceptor training within the last five years.

**Article 14.5:** New language defining when holidays begin and end, and a requirement that management make a good faith effort to rotate holiday assignments.

### Article

**14.7:** If rest periods are missed, nurses will inform their manager or charge nurse as

soon as practicable and arrangements will be made to provide rest periods at alternative times, including (with managerial approval) combining rest periods with meal periods.

**Article 14.9:** Schedules will now be posted electronically and in the unit on paper.

**Article 14.11:** Extra shifts awarded prior to the posting of the initial schedule shall not be eligible for extra shift premium.

**Article 15.3:** All travel time for mandatory education not offered at the Medical Center campus will be paid as provided under the law and mileage will be reimbursed in accordance with Providence policy.

**Article 19.5:** Helping Hands assignments may be made in lieu of shift cancellation for certain nurses who were hired after April 19, 2011 and have worked at least 500 hours, or before that date and have agreed to work in Helping Hands. Nurses who have worked for greater than six years may now request to be excused from Helping Hands.



*(Continued on page 2)*

## Tentative Agreement Reached! (continued from page 1)

**Article 21.5:** PTO Priority Requests shall now be made by email notification to the manager.

**Article 21.3:** Requests for trades for time off will be granted if they do not incur additional overtime or other premium pay, and staffing levels and skill mix must be maintained. Otherwise, the request for the trade will be within the manager's discretion.

### Float Pool Memorandum:

The Medical Center will be creating a float pool. Those float pool nurses will support staffing needs, accommodate fluctuating patient volumes and acuity, and prevent diversion or delays in patient care or admissions.

Float pool nurses will receive the same competency validation, and be subject to the same training and education requirements, as the nurses in the units to

which they may be floated (e.g., ICU Consortium for ICU, etc.).

In an event that a unit does not have sufficient staff to provide rest and meal breaks, float pool nurses may assist in providing rest and meal break coverage.

Float pool nurses will not be assigned to Operating Rooms and Intra-Partum assignments.

After one year of successful completion of the post-orientation role, and subject to certain requirements, float pool nurses may request a one-time bonus up to the amount of \$2,000 and an additional eight hours of paid educational leave.

For unit MDO's, float pool nurses will first be floated to another unit where there is need. If there is no need in another unit, float pool nurses will be subject to MDO in rotation with the nurses working on the unit to which they are assigned.

## Upcoming Contract Ratification Vote

**Online voting is open now through May 18!**

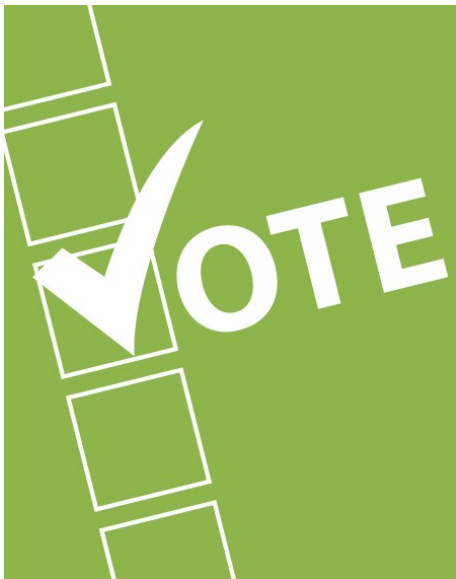
[Click here to access the online ballot.](#)

*You must be a full ONA member to vote.* If you are unsure of your membership status, please contact ONA membership services at 503-293-0011 or [memberservices@oregonrn.org](mailto:memberservices@oregonrn.org).

In-person voting will be held at the Medical Center on May 18 (times and locations are forthcoming).

Remember, you can vote either online OR in-person but you can only vote once!

If you have any questions, contact a member of your negotiation committee.



## Important ONA Nurse Resources

[Membership Services](#)

[Professional Services](#)

[ONA Calendar](#)

[Membership Application](#)

[Government Relations](#)

[OCEAN-CE Online](#)