

January 28, 2019

EIT and PTO Takeaway Proposed

Your Oregon Nurses Association (ONA) bargaining team had a robust day exchanging proposals with Providence Willamette Falls Medical Center (PWFMC) management; however, we made little movement as we are holding on basically all of our proposals. We were eager to hear management's proposals on Article 21 and Appendix B — paid time off (PTO), extended illness time (EIT), and mandatory day off (MDO).

Article 21 covers numerous contractual agreements — PTO accrual, EIT benefits, PTO request procedure, and holiday PTO scheduling. In their EIT/PTO package, there are no PTO accrual rate increases with rates peaking in 2020 at our opening rate proposal. Our opener was to just bring us up to the same rates as the rest of the Providence hospitals in the Portland service area!

Their EIT take away proposal is to freeze EIT accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020. They are proposing to then replace EIT with a short-term disability benefit (STD) that covers only 65 percent of wages and a maternity/paternity leave program, and this insurance payout is taxed. Additionally, the STD benefit does not kick in until after the first seven (7) days of illness/sick time, which would require you to use PTO to cover scheduled time you miss. Current EIT accruals can be used in the same manner current contract language dictates through the end of 2019 — after that, any accruals left will vaporize.

Management maintained that our current EIT system is not competitive, does not cover new hires that have no accruals, and is an “investment” in the nurses at PWFMC. They also maintained that the EIT takeaway is packaged with the PTO accrual rates.

Your bargaining team sees little value in a system that requires nurses to use up even more of their PTO during times of illness than the current system, with no accompanying PTO accrual increase proposed. We say NO to an EIT take away without any proposal toward significant increases in PTO accrual rates, especially in the face of the massive amounts of MDO burden sustained by so many nurses across units at PWFMC where they have to use their PTO to pay their bills.

To top off this proposal, management STILL has not been able to come back to the table with a response to Appendix B, where we proposed a cap on MDO to limit to one day per 4-week scheduling period.

Please review [management's presentation on the EIT](#) benefit proposal and the version of [Article 21](#) proposed this week as posted on the ONA PWFMC webpage. There is also the PWFMC EIT Survey ready for you to take (or retake) — please follow this [link](#) for our EIT Survey! (Visit: www.surveymonkey.com/r/PWFMC-EIT-Svy) Your feedback on this proposal is vital for us to bargain for you!

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

Upcoming Important Dates and Information

Our next bargaining session is Jan. 30, at 10:30 a.m. in Room A-B in the CHEC. The majority of proposals are in management's court, so we anticipate hearing from them on all open proposals except for Articles 19, 21, and Appendix A. *If you plan on attending this session, please let one of your bargaining team members know!*

Several of your bargaining team members will be meeting with the bargaining teams of other Providence sites to talk about the impact of the proposed EIT

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.

Michael Coutley has been assigned as our interim ONA labor representative. He is new to ONA and is

getting to know nurses as he assists with our work at PWFMC—we welcome you, Michael!

takeaway. After that information gathering, we are holding an open session for ONA members to bring their questions and concerns to us, and plan next steps. Please attend — **February 15, 10:00 a.m. – 4:00 p.m. in CR 2.**

Reminder: make sure your email is updated with the ONA — that's how you can be sure to get your electronic newsletter, links, etc! You can go to their [website](#) to update! Stay informed!

**REGISTRATION CLOSES SOON
2019 ONA NURSE
LOBBY DAY**

Tuesday, Feb. 5, 2019

Visit www.OregonRN.org for details and registration.

Next Bargaining Session

**Jan. 30,
start time: 10:30 a.m.**

Room A-B in the CHEC

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

Feb. 18

Feb. 21

**contact a bargaining team member if
you plan to attend.**

What Else Did We Do on Tuesday?

Management also proposed significant changes to Articles 21.3, 21.4, and 21.5, effectively eliminating the priority request system and current deadlines for PTO requests. Some of this language is similar to PPMC's PTO request procedures. The new proposal would base granting of PTO on unit-based procedures, seniority, and coin

flips. This includes holidays.

While management said NO to our proposal on weekend scheduling (article 14.8), they did agree to expand the weekend differential window to go from 3:00 p.m. on Friday to 6:00 a.m. on Monday (Appendix A, C). This will potentially give us greater flexibility in

weekend scheduling. We will keep working on language around weekend scheduling to come to an agreement that works for better work/life balance. We were also able to TA Article 16 for the PNCC, allowing for greater amount of time to get agendas and minutes prepared.