Your ONA bargaining team held the fifth and sixth bargaining sessions Monday, Feb. 18 and again on Thursday, Feb. 21, 2019. We achieved a great deal of movement on contract proposals with Providence Willamette Falls Medical Center (PWFMC) management.

**Here’s the run-down:**

- **Article 3** - We agreed to a compromise regarding charge nurse and resource nurse definitions. We gave up on including advanced cardiovascular life support (ACLS) and certification as a requirement for being a charge nurse as these requirements do not apply across units and create overly rigid expectations in some units.

  PWFMC was open to reexamining the job description, as ACLS and specialty certification were prior expectations for the role. PWFMC also agreed to our definition for the resource nurse to include areas for expected competency, medical doctor’s office (MDO) parameters, and bonus language.

- **Article 8** - PWFMC agreed to TA our language to include a reference to [The Oregon Hospital Nurse Staffing Law](https://www.oregonlegislature.gov/files/Bills%20Reports/2021-22%20Regular%20Session/Free%20Public/500%20-%20SB%20500.pdf) for staffing decisions.

- **Article 19** - Both sides agreed to TA numerous minor readability changes.

- **Article 11** - Your ONA team is continuing to bargain for a 45-minute reporting time for all staff to report to work when called in. Many of our nurses in Surgical Services do not live close to the hospital. They place themselves in danger anytime they rush into work at night in order to meet a 30-minute call expectation.

  Now, PWFMC is proposing that not only Surgical Services continue with this expectation but Birthplace as well. PWFMC’s response to our call for safety is to stay with friends or stay at the hospital while on call at night. We find this an unreasonable expectation.

- **Article 11 and Appendix A** - We are holding on all economics and this includes separating call-back pay from overtime pay in weekly time and one half calculations (Article 11.8), charge nurse, preceptor, resuscitation, and resource nurse differentials (see chart on page 3), yearly wage increases, and shift differentials.

- **Article 14** - Your team gave a lot of ground in order to hold on economics. This includes giving up on:
  - Rest and meal break language that states additional staff can be called in if unit minimum requirements aren’t met and posting 4-hour “lunch lady” shifts.
  - Weekend scheduling language.

  However, we stood our ground on including specific staffing committee language and we are close to an agreement there.

PWFMC’s argument for many of the crucial scheduling and staffing items we gave up wast that they should be addressed in the staffing effectiveness committee.

- **Article 21** - Your ONA bargaining team is holding to a HARD NO. We are considering proposals for PTO request process

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**continued on page 2**
Bargaining Sessions Back-to-Back!  

changes and want to see equitable movement before considering any counter on Article 21. We are in a similar position with Appendix B, although we are in closer agreement — while PWFMC agrees to most of the readability and inclusion of the helping hands algorithm into Appendix B, they do not agree to an MDO cap.

Your ONA team is going back to the table March 12. Please let one of your bargaining team nurses know if you plan on attending — all are welcome!

Sticker-Up Solidarity

The extended illness time (EIT) The PWFMC EIT Survey is complete—thank you to all who responded! Your feedback is invaluable as we move forward with negotiations. The survey results were CLEAR—the nurses at PWFMC say NO to Providence’s EIT take away!

Nurses across Providence are united in fighting this take-away.

The “WORK SAFE NOT SICK” sticker-up on Feb. 11 had a great turnout across Providence!

Our voices were strong across the state in all Oregon Providence sites where the EIT take-away proposal has been made. PWFMC had a huge turnout to sticker up and say NO to Providence’s EIT take-away. Thank you to all the nurses and staff who wore stickers in solidarity! Stay tuned for updates on fighting this terrible proposal.

The following joint statement was issued by the ONA nurse leaders at Providence meeting on Monday, Feb. 4, 2019.

“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.”

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

<table>
<thead>
<tr>
<th>Topic</th>
<th>ONA Proposal</th>
<th>PWFMC Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article 3—Charge Nurse and Resource Nurse definitions</td>
<td><strong>TA:</strong> Agreed to a compromise on Core and Relief definition—not to require ACLS or certification, can take patient load in certain circumstances, opted on side of flexibility within job description&lt;br&gt;<strong>TA:</strong> Agreed to definition of Resource Nurse to include areas of training, MDO rotation, and bonus language</td>
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<tr>
<td>Article 8—Management Rights</td>
<td><strong>TA:</strong> Agreed to include language that states that “determining staffing requirements” is “in accordance with the to The Oregon Hospital Nurse Staffing Law”</td>
<td></td>
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<tr>
<td>Article 11—Wages, Overtime, and Economics</td>
<td>Maintain 45 minute reporting time for surgical staff&lt;br&gt;Rewording of minimum hours paid for call-in&lt;br&gt;Maintain separation of call back pay and overtime&lt;br&gt;Differentials:&lt;br&gt;Standby Call Rates: $6.00&lt;br&gt;Charge Nurse: $6.00 for both core and relief&lt;br&gt;Preceptor: $4.00&lt;br&gt;Resuscitation Nurse (NEW): $4.00&lt;br&gt;Resource Nurse (NEW): $8.00</td>
<td>NO to increase in reporting time, maintaining with counter-proposal to keep at 30 minutes for surgical services and to include Birthplace&lt;br&gt;Considering our proposal&lt;br&gt;NO to keeping call back and OT separate&lt;br&gt;NO to all differential increases at this time, no to differentials AT ALL for Resuscitation Nurse and Resource Nurse</td>
</tr>
<tr>
<td>Article 14—Hours of Work and Scheduling</td>
<td>Maintain introduction of Staffing Committee section, reworded in an effort to compromise&lt;br&gt;Revised our proposal for rest and meal breaks MOU from the grievance agreement, compromised for broader language.</td>
<td>Considering our proposal</td>
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<tr>
<td></td>
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<td>Considering our proposal</td>
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<tr>
<td>Article 19—Seniority</td>
<td><strong>TA</strong></td>
<td></td>
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<tr>
<td>Article 24—Employment Status</td>
<td>Maintain that disciplinary action be removed from file after two years</td>
<td>NO to time limit. Management maintains being able to “look for patterns to current behavior.”</td>
</tr>
<tr>
<td>Article 28—Duration</td>
<td>2 year contract (2019 – 2020)</td>
<td>4 year contract (2019 – 2023)</td>
</tr>
<tr>
<td>Appendix A</td>
<td>5% each year (2019, 2020)&lt;br&gt;Eve shift: $4.00&lt;br&gt;Night shift: $7.00&lt;br&gt;Cert diff: $4.00&lt;br&gt;Weekend: $3.00&lt;br&gt;Extra Shift: $18.00</td>
<td>1% each year (2019 – 2023)&lt;br&gt;NO to all differential increases&lt;br&gt;Agree to including CCRN for PACU RNs&lt;br&gt;Agree to expanding weekend differential hours to be from Friday at 1500 to Monday at 0600</td>
</tr>
<tr>
<td>Appendix B</td>
<td>Maintain MDO cap of 1 day per four-week scheduling period&lt;br&gt;Maintain including helping hands algorithm and clarifying language for partial day low census</td>
<td>NO to MDO cap&lt;br&gt;Agree to mostly all of the rest of Appendix B proposal</td>
</tr>
</tbody>
</table>
ONA BU LEADERSHIP CONFERENCE

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

Upcoming Bargaining Sessions:
- March 12 9:00 a.m. – 5:00 p.m. CHEC, room TBA.
- March 18 9:00 a.m. – 5:00 p.m. CHEC, room TBA.

Please attend either of these sessions—and please let one of your ONA Bargaining Team members know if you do plan on attending!

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

PWFMCM 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