

## Long Day at the Bargaining Table



ONA Bargaining Team members

We had a long day on Friday, April 19 working toward a contract agreement. Both teams worked all day until 11 p.m. to come to an agreement on the few items that remain.

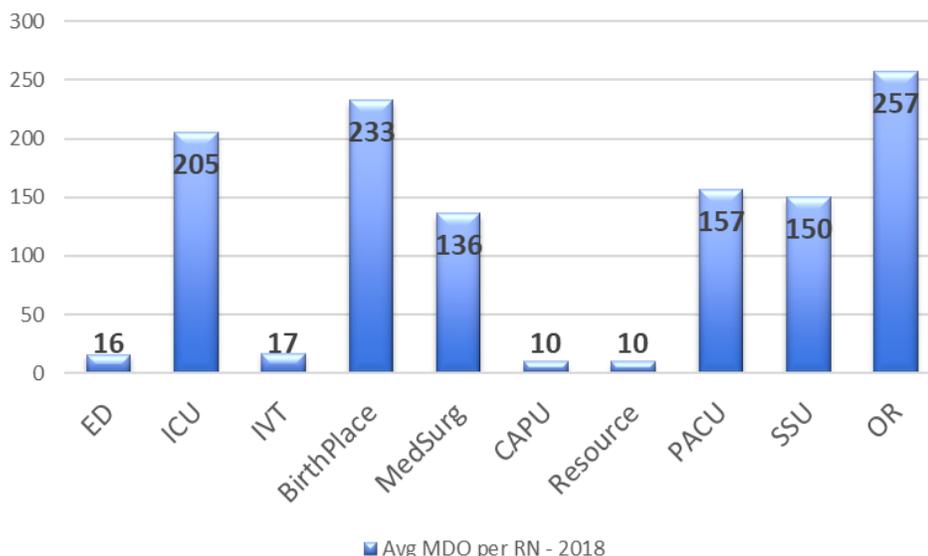
Our nurse colleagues at Providence Portland Medical Center (PPMC) came to an agreement on their contract Thursday, April 18 and plan to take it to a

vote. The ONA/PPMC bargaining team made some big and beneficial agreements on paid time off (PTO) and extended illness time (EIT) that we feel our bargaining unit can also agree to. That leaves wages and other economics such as differentials and the mandatory days off (MDO) cap for us negotiate.

We are close to an agreement, but we need to hear from you on what is important in terms of wages and a cap on MDO. The mid-cycle survey that was out last week only had responses from about 25 percent of the bargaining unit nurses—we need to hear from the rest of the bargaining unit about what this contract means to you. [CLICK HERE](#) to take the survey or go to: [www.surveymonkey.com/r/2019PWFMC-MID](http://www.surveymonkey.com/r/2019PWFMC-MID) between now and midnight April 30.

## Mandatory Days Off Cap Is Important

Avg MDO per RN - 2018



While not every unit is impacted by MDO, there are some units at Providence Willamette Falls Medical Center (PWFMC) where the burden of MDO is so high the nurses have used up all or most of their PTO in order to pay their bills.

They are denied vacations and still aren't making their full-time equivalent (FTE). We attempted to grieve the high MDO burden in the ICU last summer and ended up taking the issue to the bargaining table.

On average the nurses in ICU, OR, and BirthPlace sustain the near equivalent in MDO to their PTO accrual for the year. We are working with management in

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Remember to wear your **WORK SAFE NOT SICK** button until we have a ratified contract!

Show your solidarity and tell Providence we mean business!

If you need another button, please let one of your bargaining team members know—we *have more!*

## Next Bargaining Session

**May 2**  
Conference  
Room 4



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### ***Mandatory Days Off Cap*** *continued from page 1*

negotiations to develop an MDO cap, as well as addressing low census. We are looking for ways to provide work for the nurses in those units in order to offset the MDO burden. Putting a limit on the amount of MDO will help the nurses who are subject to it be able to pay their bills, work in their own units, and not have to use up all their PTO to make ends meet.



## 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.

### **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

### **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
- Marianna Sorensen, HR Business Partner