Massive Grievance Win

Huge win for nurses at PWFMC!

Providence neglected to pay night shift differential on EIT payments for nurses who were on leaves of absence this last year, going back to January 5, 2020.

This issue was first brought forward last summer when Hannah and Jonny Brainard, both night shift nurses on our Emergency Department, went on FMLA leave for the birth of their son. Hannah noticed their payments while on leave were quite short and put it together that night shift differential was missing.

We filed a grievance for them and as we worked through it, realized that any nurse who was on a leave and receives a differential would have also been impacted.

Between the Brainards and the other impacted nurses, we were able to recover over $5,000 in missing wages.

Providence could provide no more assurance that this won’t happen again other than a verbal promise, so be vigilant about your paychecks if you have to go on a leave and you work evening or night shift—differentials are included in EIT payments, same as PTO, per our contract.

Contract Negotiations This Year

Our current contract expires at the end of 2021, that means we will start bargaining soon. In order to be prepared for the ONA bargaining team to negotiate wages, benefits, and other contract language that is important to you, we will need your input and participation! We are forming our CAT (Contract Action Team) here at PWFMC and will need to know who our go-to people are!

What is a CAT, you ask? The CAT helps with sharing info across units, answer questions from members, and is our on the ground team of nurse who can distribute surveys, buttons, cards, or anything else we need to show our strong unity across the bargaining unit! Our ability to win at the table is directly related to our ability to unify and show our strength!

If you are interested in getting involved, please let Virginia or anyone on your executive committee know by Saturday, March 27! Email Virginia at VirginiadSmithRN@gmail.com or text at (503) 312-7809.
Bought Your Own Face Shield? We Got You Covered

ONA nurses at PWFMC want to show our appreciation for everyone and for what we’ve all been through during this pandemic by helping recoup some of the cost of keeping us all safe.

If you bought a welder-style or goggle-style face shield as a part of your COVID-PPE, please email Virginia Smith at VirginiadSmithRN@gmail.com with the make and model and how much it cost and we will reimburse you.

We are extending this out to all nurses, techs and PWFMC staff who shelled out their own money for adequate PPE!

Sedgwick, LOA, And Short-Term Disability “Benefit” Issues Continue

Nurses and staff across PWFMC continue to have issues with leaves of absence, approvals/denials and getting paid correctly while on leave. Here are a few things we have learned you should know:

- The short-term disability insurance (STDI) benefit is generally only approved for Family Medical Leave Act (FMLA) and Oregon Family Leave Act (OFLA) approved leaves. Providence will not approve using STDI for anything deemed a “personal leave.”
- PTO is what you can use to cover pay during a personal leave of absence.
- If you still have EIT left, you can use it to cover a leave of absence, either hour for hour or to top up on the STDI benefit.
- Sedgwick uses a Monday through Friday “prorated scale” for when they pay out EIT. It is based on your weekly FTE hours, divided by a 5-day work week. Below you can see the breakdown on EIT payments for someone who is a 0.9 FTE. There are many problems with this, and we are actively dealing with them in Nurse Task Force (NTF) as we try to get answers from Providence as to why they use this method. Besides rounding down and thus creating an underpayment situation, they often get the math wrong and entire days will be missing, usually if the week in question includes a weekend per your scheduled days (they have tried to say they don’t pay on weekends).
- You are required per FMLA rules to actually work a minimum of 1,250 hours in a rolling 12-month period prior to the start of an LOA in order to qualify for FMLA leave of absence. Time spent on PTO or low census (even on call) are NOT considered hours worked and thus not counted in the 1,250 hours. If you are a 0.6 FTE, you only are scheduled for 1,248 hours a year, so any time spent on PTO or low census will not count and put you in danger of not qualifying for an FMLA leave.

If you are having any issues with Sedgwick, leave approval, or health benefits, please contact Virginia Smith and Alex Jimenez in order to help you sort out the issue.

Virginia Smith, PWFMC ONA President, 503-312-7809, VirginiadSmithRN@gmail.com.
Alex Jimenez, PWFMC HR Business Partner, Alexander.Jimenez@Providence.org.

Did You Know?

If you get a bill from Providence after being sent to see a doctor by Caregiver Health, this is an error! Do not pay it and immediately contact Alex Jimenez, our local HR Business partner at PWFMC, to have him fix it (Alexander.Jimenez@Providence.org). Nurses across Providence have gotten bills in error when sent to see a physician on the recommendation of Caregiver Health.