ONA/PWFMC
EXECUTIVE COMMITTEE

PRESIDENT:
Virginia Smith, RN (Med/Surg)
Cell phone: (503) 312-7809

VICE PRESIDENT:
Sara Amar, RN (Birthplace)

SECRETARY: Vacant

TREASURER:
Jay Formick, RN (Med/Surg)

MEMBERSHIP CHAIR:
Michelle Leigh (IV Therapy)

GRIEVANCE CHAIR:
Nicole Hudson, RN (Emergency Dept.)

PNCC CHAIR: Vacant

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MED/SURG: Michael Spear, RN
NON RN: Abbey Vanover, CNA
OR: Hardly Nielsen, RN
SSU: Robin Barry, RN
PACU: Christy Mountford, RN
CAPU: Debbie McGrath, RN
ED: Hannah Brainard, RN
IVT: Michelle Leigh, RN

BIRTHPLACE:
Stephanie Hammerschmith, RN

ICU: Shane Baker-Snelling, RN

OPI: Jenny Mills, RN

LABOR REPRESENTATIVE:
Timothy Welp
(503) 748-9768
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Oregon Nurses Association
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Suite 200, Tualatin OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

Providence Willamette Falls Medical Center (PWFMC)
Bargaining Update #1
Oct. 29, 2021

Your Executive Committee in Action!

Preceptor Pay

The hospital discovered that we were not getting paid our full preceptor differential, going back to when we ratified the last contract. Even though it was only a $0.05 difference, that was enough to short nurses who have worked as preceptors anywhere from less than a dollar to over $40.00.

Even more impactful, there were about 140 nurses who were affected. That is over half of our bargaining unit. The payout should have appeared on the Oct. 1 paycheck.

Single Shift Bonus Updates

The single shift bonus (SSB) for picking up extra is in effect until Saturday, Dec. 4. This applies to all units across PWFMC.

When picking up a shift, be sure to clarify with your manager beforehand that it qualifies for the bonus. You need to email your manager when you pick up a shift that is eligible for the SSB so they know to put in the payroll paperwork correctly in time for pay day.

All extra shifts still will have the extra shift incentive that is current language in our contract and will also be at the time and a half premium if it is overtime and is not otherwise paged out as double time. We have asked that they extend the SSB through March 2022, along with a retention bonus for every nurse who stays in their position through March 26, 2022.

As of right now, remember to be vigilant on your timecards and paycheck to make sure you are paid correctly for the SSB shifts.

ED Grievance Update

We are still experiencing the highest patient volumes and acuity most of us have ever seen in our careers. The Emergency Department (ED) is especially hit hard, with boarding psych and behavioral patients, inpatients that stay too long in the department due to staffing and capacity issues in MedSurg and ICU, and not being able to transfer to other hospitals because they are all experiencing the same surges.

We filed a grievance on these issues back in June that we are still fighting over with the hospital. We made major gains in improving the ED nurse staffing plan, but we are still losing nurses and ED techs faster than we can hire to the open positions. We proposed a retention bonus in our grievance in order to forge a path to keeping nurses from leaving, but the hospital continues to push back.

The nurses in the ED have filed over 50 SRDFs since we filed the grievance in June and despite the hospital acknowledging there is a problem and hiring new grads and fellows, the staffing shortage continues. We continue to support our colleagues in the ED as we move the grievance to step 3 on Nov. 4.
Kaiser Strike—What Is At Stake

Many nurses and staff at PWFMC are asking questions about what is going on with the strike effort at Kaiser. Here’s some info:

- The Oregon Federation of Nurses and Healthcare Professionals (OFNHP), AFT local 5017 is the union for more than 5,000 nurses and health professionals at the Kaiser locations across Oregon and SW Washington.
- The OFNHP nurses are in local bargaining, but their contract covers the larger Kaiser system, which spans across multiple states and is made up of around 50,000 members.
- The reason OFNHP voted to strike, along with the other locals who represent Kaiser nurses across the country, is because of the terrible proposals Kaiser has made. Specifically, Kaiser has proposed only a 1% raise, claiming that Kaiser nurses are "already paid too much." They are also proposing a two-tiered pay scale based on seniority. They have also ignored proposals made by the nurses for better staffing.
- The strike process has several steps before an actual strike occurs and at each step the hospital can come back to the table to make changes based on the nurses' demands. Kaiser continues to ignore the calls for safety and competitive wages, so the nurses are standing their ground and putting the pressure on Kaiser to engage in pay and labor practices that support nurses delivering high quality patient care.

There are many ways we can support our nurse colleagues at OFNHP. We can send pictures with signs and slogans of support for the Kaiser nurses to show we are with them. We also have pledged that we will not cross their picket line once they start the strike.

Kaiser is offering contracts with massive sign-on bonuses in preparation for not having nurses at the bedside once the strike starts no ONA nurse should be working for Kaiser while the nurses are striking. We can walk the strike line with Kaiser nurses, take them food, and help out in other ways too.

If you are interested in supporting the OFNHP nurses further, please reach out to Timothy Welp our Labor Rep to get more info: Welp@OregonRN.org.

Negotiations and Proposals: What You Need To Know

We’ve had three bargaining sessions so far and we have made some progress. Here are the highlights:

- We are incorporating the per diem nurses throughout the contract regarding scheduling and pay.
- We made proposals to include the cross-trained nurses in a more integral way and formally include the SANE program into Article 3.
- Updates to our grievance process (Article 6), asking for a dedicated space in the hospital to store ONA items (Article 10), updates for doing HealthStream at home on paid time (Article 15), updates to our seniority language, including a proposal on unit-based seniority (Article 19), inclusion of health care unit restructuring language (Article 20), and updates to discipline language in Article 24 have been made.

The biggest proposal to date was made by us on Wednesday, Oct. 27 where we proposed improvements to our health insurance benefits. We proposed lower deductible, lower out-of-pocket maximums, lower premiums and free mental health benefits. These are the areas where Providence is far and away from the industry standards when compared to Legacy, OHSU and Kaiser benefits. The health benefits we get are also substantially more expensive than the Providence insurance the Oregon state employees get as Providence customers.

We presented our case by saying to Providence that it is "morally bankrupt" of them to price-gouge us when we are on the frontlines fighting COVID, exposing ourselves to violence and disease, and are the backbone of our hospitals, knowing they can provide a better health benefit (as seen with the state...

continued on page 3
employees). Providence didn’t like our framing of the issues, saying that the point of bargaining is to work through the “terms and conditions” of our employment and to find “common ground” and that saying they are morally bankrupt is “not productive.” We disagreed and said that the best way to ease our way as the nurses of PWFMC and live their own mission is to provide a safety net that doesn’t drain our bank accounts. 

The same proposal was made at PSVMC on Oct. 21, so we will be able to build momentum with them as we fight for better health insurance for all the nurses across Providence.

**FYI:** Communications and bargaining updates from the ONA and your negotiation team will have ONA logo on it. Providence St. Vincent’s has been issuing their own updates to the nurses, which can be helpful but is not from our perspective. If you have questions about negotiations, please ask a CAT or one of the bargaining unit officers or negotiation team members.

### Upcoming Bargaining Dates

**Upcoming CAT Meetings**

**Upcoming Member Meetings on Zoom**

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**Negotiation Team**

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<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tr>
<td>Virginia Smith</td>
<td>Chair</td>
<td>MS</td>
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<td>Sarah Amar</td>
<td>Vice Chair</td>
<td>BP</td>
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<tr>
<td>Jay Formick</td>
<td>Treasurer</td>
<td>MS</td>
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<td>Nicole Hudson</td>
<td>Grievance Chair</td>
<td>ED</td>
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<tr>
<td>Ashley Phillips</td>
<td>Negotiation Team/CAT</td>
<td>CAPU</td>
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<td>Robin Barry</td>
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<td>SSU</td>
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**CAT Members**

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<tr>
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<tr>
<td>Alicia Alley</td>
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<td>Stephanie Hammerschmith</td>
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<td>Christina Kerovecz</td>
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<td>Lindsay Johannessen</td>
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<td>Emily Kelley</td>
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<td>Julie Smith</td>
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<td>Kendra Lee</td>
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<td>Joe Gorecki</td>
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<td>Darcee Chase</td>
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<tr>
<td>Mary Niwa</td>
<td>MS</td>
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<tr>
<td>Shelly Letson</td>
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<td>Hannah Brainard</td>
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<td>Natalia Holliman</td>
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<td>Leilani Speer</td>
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<tr>
<td>Sadie Gordon</td>
<td>Per diem</td>
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<td>Gloria Gong</td>
<td>Per diem</td>
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ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift.

Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training and date that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training