Contract Updates

We are currently working with the hospital on proofreading and ensuring we have a shared understanding of the agreements we made at the end of negotiations on Wednesday, June 29. The intent is to be able to send the contract to print by end of September; in the meantime, you can reference the copy of the redline at www.OregonRN.org/PWFMC, including a draft of the new wage scale. One of the issues we are still ironing out is when our per diem nurses are eligible for extra shift incentive.

The hospital is maintaining it is only after a per diem nurse has worked 36 hours in a week, while we maintain that is true for any shift picked up more than 48 hours in advance of the shift start, but if it is within 48 hours of shift start, the per diem nurse also qualifies for extra shift incentive just as an FTE RN does.

We are waiting to hear back from the hospital on this matter.

Payroll, Timekeeping & Genesis Mess

And What We’re Doing About It

As we are all painfully aware, with the Genesis rollout on Tuesday, July 5, many of the nurses across PWFMC and Providence at large have not been paid correctly, with wage losses covering wrong wage rate, missing cert pay or shift differential, missing overtime/double/incentive pay, or inaccurate PTO accruals.

For most of these issues, the solution is 100 percent in the hands of our employer to fix. Over 90,000 HR tickets have been filed in the last month across the Providence system for payroll errors alone. Providence says they are “working on it.”

On Wednesday, Aug. 3, we filed a grievance for PWFMC nurses, but the grievance is not a magic wand that can fix problems as large as this.

Administration has said this was “not malicious” and want to “work with us” on solutions to fix it. We acknowledged that this problem was not caused by our local administration, but that we are relying on them to escalate this as high as possible for a swift resolution.

We included in the grievance that in addition to back pay for all lost wages, we need to have paystubs we can easily decipher. The hospital has agreed to meet with us after each pay period while this problem persists in order to resolve it.

All the other Providence sites are filing grievances on this, and ONA nurses are filing a class-action lawsuit against Providence for wage theft, since this impacts nurses across all the Providence sites.

As we wait for the corrections to come through, be vigilant about your pay. Make sure you look at EVERY pay stub to verify accuracy. If it isn’t accurate (or you think it isn’t), fill out an HR ticket through the HR portal and notify your manager.
Want to Get Involved? Here’s How

Want to get involved with ONA nurse leadership at PWFMC? How about being a steward? Or how about a Contract/Communication Action Team (CAT) member? Here’s your opportunity and how to get onboard:

► CAT – Communication/Contract Action Team members are a vital part of our communication network across the hospital to ensure we are all staying informed! You have a list of nurses on your unit you stay in contact with to facilitate communication from the executive committee about all things PWFMC! The CATs are also integral during negotiations to help with concerted union activity and communication for updates and issues.

► STEWARD – as an ONA steward for your unit, you are an advocate for the nurses on your unit. You escalate any issues on your unit to the executive committee so they can be addressed. You can also be available for any investigatory meeting for nurses on your unit. This role includes the same duties as a CAT.

► Executive Committee Officer – there are currently seven executive committee positions, all but one of which are currently filled.

Here is each position, with the nurse who currently fills that position:

- President/Chair: Virginia Smith, RN (MedSurg)
- Vice President: Sarah Amar, RN (BirthPlace)
- Treasurer: Jay Formick, RN (MedSurg)
- Secretary: Stephanie Hammerschmith, RN (BirthPlace)
- Grievance Chair: Nicole Hudson, RN (ED)
- Membership Chair: Teresa Ralls-Hochstrasser, RN (MedSurg)
- PNCC Chair: OPEN

Please refer to our bylaws for details on each of these bargaining officer positions. If you are interested in any of these positions, please complete a nomination form at www.OregonRN.org/PWFMC-Nomination.

If you’re interested in being the PNCC Chair, please reach out to Virginia Smith. We will be having elections in January 2023 for all ONA officer positions.

Protect Your License, Protect Yourself!

Should nurses carry their own personal liability insurance policy? YES! You insure your home, your car and your health. Why not your career?

A common assumption is that your employer will cover you in any incident that may occur while at work. Technically an employer is responsible for the acts of its staff, but its interest is not necessarily consistent with protecting you. Your best protection is to have your own personal legal representation. Nurses are at more legal risk now than ever before.

Additionally, your employer’s policy will not protect you in an Oregon State Board of Nursing (OSBN) investigation. In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of scope or law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you.

ONA advises all nurses, no matter where you work, to obtain your own liability insurance.ONA endorses the Nurses Service Organization (NSO) because the coverage provided offers the best protection for you. Visit www.OregonRN.org/NSO for more information. Don’t wait, protect yourself today!