Contract Updates:

Print Copy, Info Sessions, Per Diems

We are working with the hospital to finalize a proof-read copy of the contract. Once that is finalized, we can send it to print and get copies out. When the print copies are out, we will also coordinate with HR to have contract info sessions during unit staff meetings in order to update everyone on the changes in this contract.

One of the most significant changes is that this contract now includes the per diem nurses. There are many questions about the new work expectations in the contract, here are some of the details we have been working on in order to be in agreement with the hospital:

► The schedule period that is considered the first one where the contract applies to the per diem nurses is the August 14 to September 10 schedule period.

► For shift availability to be met, per diem nurses need to be available for the shifts as they are posted in the unit (not partial shifts).

► The hospital is insistent that per diem nurses do not qualify for extra shift incentive until they have worked 36 hours in the week, which makes the per diem nurses ineligible for extra shift incentive for shifts picked up within 48 hours of shift start. We disagree with this based on the new language regarding these critical shifts—we filed a grievance on September 15.

Another update for the new contract we are pressuring the hospital to make happen is the Resuscitation Nurse bonuses. The hospital has stated in Nurse Task Force that they expect those bonuses to be paid out on the September 30 paycheck—be on the lookout for it.
As Providence tries to fix the myriad issues caused by the rollover to Genesis, we remain disappointed, frustrated, and angry with many of their "solutions."

In the meantime, continue to be vigilant about your timecards and pay. If you encounter an error, immediately let your manager know and continue to utilize the tools that Providence needs in order to process a correction, whether it is an exception sheet, HR ticket, or both. If you are given the wrong information by someone from HR, payroll, or timekeeping, let your manager know ASAP. Keep all documentation (emails, texts, etc.) you receive in response to trying to correct your pay and/or benefits. You are entitled to a clear explanation of your pay and timecard, so do not hesitate to ask your manager to navigate those with you.

If you do not feel that you are getting a good resolution to any errors you encounter, please let Virginia Smith, RN and Nicole Hudson, RN know right away so that a grievance can be filed.

We welcome Teresa Ralls-Hochstrasser, RN, a night shift nurse on MedSurg who has stepped up to be our new Membership Chair! She has been reaching out to new hires and helping them get on board with ONA and navigate all things Providence Willamette Falls Medical Center (PWFMC).

We also welcome Birthplace nurse Stephanie Hammerschmith, RN to the Secretary position on the Executive Committee! Stephanie served on the CAT this last year and was an influential member of the negotiation team on our last day when we got a tentative agreement. She also serves as the Birthplace direct care representative on the Staffing Effectiveness Committee.