We filed an Association (all PWF ONA nurses) grievance in August 2022 for missing wages, including certification pay and shift differentials, retro pay, and for over-complicated pay stubs. The hospital has again put the burden of paycheck oversight on the individual nurse, and their expectation continues to be for anyone who thinks their paycheck is incorrect to immediately take their concern to their manager, file an HR ticket, and continue to escalate to Alex Jimenez, PWF HR and Lisa Halvorsen, PWF CNO if your problem goes unresolved.

Brad Henry, PWF CEO apologized “for any distress or hardship this may have caused” in his step 3 response to our grievance, and states that local PWF administration is working with the Providence region in “addressing the [payroll] issues both globally and individually.” We appreciate the acknowledgement of the hospital’s responsibility to pay us correctly and the efforts to resolve the issues that are creating this problem, but we are still experiencing payroll discrepancies, which is demoralizing and profoundly frustrating. This has been going on for NINE paychecks so far.

We have filed numerous individual grievances for incorrect wage rate, missing pay from overtime miscalculations, and missing incentive and/or double time pay. In many cases, this has ultimately been the way these payroll problems are getting resolved.

Our next step in the Association payroll grievance is to go to arbitration, which we are pursuing. ONA also continues to handle the lawsuit filed on behalf of nurses across the Providence Oregon Region to ensure our pay is accurate and that we are recouped any monetary losses as a result of the Genesis rollout.
Here is what you need to do:

- Review every pay stub, every pay period.
- Items that have been missing or incorrect are wage rate, shift differential, certification pay, overtime (daily or weekly), extra shift incentive, double time pay, and PTO balances.
- If there is a problem, immediately notify your manager and fill out an HR ticket. Ask a colleague or your manager if you do not know how to fill out an HR ticket.
- If your pay is not resolved, email your correspondence from HR to Alex Jimenez (alexander.jimenez@providence.org) and Lisa Halvorsen (lisa.halvorsen@providence.org).
- Your ONA executive leadership also wants to know if you are not getting a resolution through notifying your manager and filing an HR ticket. IF YOUR PROBLEM IS CONTINUING TO GO UNRESOLVED, please email Virginia Smith, PWF ONA Chair (virginiadsmithrn@gmail.com) and Nicole Hudson, PWF ONA Grievance Chair (Nicole.rn@me.com) the details of your issue and we will work to get your pay corrected with a grievance.

We filed the grievance for the per diem nurses to be eligible for extra shift incentive for shifts picked up with less than 48 hours until shift start. The hospital maintains they are not due to new language for the per diem nurses that we adopted during negotiations. According to that language, per diems do not qualify for extra shift incentive until they have worked 36 hours in a week.

We shared with the hospital that we did not intend in our negotiations for the per diem nurses to be excluded from the extra shift eligibility afforded to the rest of the nurses at PWF, and called out that we didn’t think they had intended to do that either. Additionally, we stated in our step 2 grievance meeting that it costs the hospital no more money to pay a per diem nurse or an FTE nurse the extra shift incentive for the extra shift that is being worked, so why punish the per diem nurses so unfairly, especially when the per diem nurse is meeting the needs of the hospital?

The deadline for the hospital to respond to our grievance has been extended to October 28 on request from the hospital. We hope the request for the extension results in a positive decision for the per diem nurses.

We have been pressuring the hospital to pay the resuscitation nurses in the BirthPlace their $1,000 bonus agreed upon at contract ratification on July 11, 2022. They were working with finance to figure out what the per diem and 0.6 nurses would get, since we agreed to pay the bonus on a proration based on FTE. Unfortunately, the finance folks came back and said the 0.9 nurses would only get $900, once the bonus was prorated. We objected to this in NTF, stating that the agreement at the table was for $1,000 for the full-time nurses, or 0.9 nurses, and that prorating for the per diems and 0.6 nurses was to be based on that agreed-upon amount.

The hospital agreed that was the agreement during bargaining and resolved to have the issue sorted by October 21 and the resuscitation nurses paid by the following pay check on October 28.
6/2 Schedule Pilot

ONA and PWF agreed in bargaining this last contract to pilot the 6/2 schedule program. We are currently working through the details in NTF, but here are the highlights so far:

- The 6/2 schedule program is where a nurse would work six (6) pay periods and have two (2) consecutive pay periods off work that are paid.
- There must be at least four (4) nurses for one 6/2 cycle. When initiated, the nurses on this schedule would start one month at a time in a staggered formation, to prevent multiple nurses off the same month.
- Nurses on the 6/2 schedule would still have access to PTO for incidental sick calls and short-term disability during the working period; nurses would not accrue PTO on the 6/2 schedule.
- Eligibility would be for 0.9 and 1.0 nurses only.
- We anticipate this starting on night shift as a pilot, and depending on how the pilot goes may be available for day shift.
- This program came from Providence hospitals in California and has been wildly popular among nurses and hospitals for supporting retention and reducing burnout.

Contract Update!

Almost there! We will hopefully have print copies of the contract by November. Be on the lookout for contract info sessions to take place in your unit staff meetings coming up in November and December.

Welcome New PNCC Chair!

We are thrilled to announce Kendra Lee as the new PWF Professional Nursing Care Committee Chair! Here is a quick introduction:

Hi! My name is Kendra, and I am your new PNCC chair! I am very excited about this position, and to get things rolling again! Being an advocate and a voice to create better solutions and work standards is in my nature. I have worked in several areas of nursing, including medically fragile children, Med/Surg, Neuro, and float pool to name a few. I have also been a clinical instructor for Concordia, charge relief, and a preceptor for students and new hires. I have also been a board member and volunteer coordinator with a peer-peer support and advocacy group called Precious Beginnings for 13 years. We were all parents of NICU graduates. I am also a parent to a special needs child. I am definitely looking forward to be working with all those whom are interested!

If you are interested in being on the PNCC, please email Kendra at leek12@georgefox.edu or kendra.lee@providence.org
Save the Date: All Member Townhall, Nov. 1

Every nurse knows hospitals are dangerously short-staffed, resulting in nurses and our colleagues working unsustainable hours, taking on unsafe patient loads, and leaving every shift more exhausted and injured than before. It doesn’t have to be this way. We can force hospitals to increase staffing and take nurses’ working conditions and patient care conditions seriously.

Join an All Member Townhall, Tuesday, Nov. 1 beginning at 4 p.m. to discuss how we can make bold legislative changes to raise staffing standards statewide, increase patient safety and address Oregon’s ongoing staffing crisis. Your input and support will be crucial to help make these important changes. Come to the safe staffing townhall to find out how we can make a difference.

Register now at:  
https://bit.ly/3CHrTqa
Or use the QR code!

Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories