Recent Wins and Agreements Reached with PWFMC

**Tuition Reimbursement MOU**

Starting January 1, 2023, nurses can apply to get $5,250 of their tuition costs covered. This agreement was reached after several nurses brought it to our attention and we fought to ensure we reached an agreement from the hospital to allow nurses to be eligible for this benefit.

**Winter Single Shift Bonus Incentive**

After negotiating with the hospital for clear stipulations on shift eligibility, per diem caveats, and a bonus amount for 4-hour shifts, we were able to come to an agreement that went into effect December 16 at 1900 (7 p.m.). Here are the details of the agreement:

Shift eligibility is at the sole discretion of ministry leadership and is designed to further incentivize nurses to pick up extra shifts in response to the current surge of respiratory illnesses in our community and the anticipated staffing needs due to the holidays.

**Additional Eligibility:**

- A caregiver must work their FTE and complete their regular pre-scheduled shifts to be eligible, with the exception of mandatory low census hours and pre-scheduled PTO.
- A nurse who does not hold an FTE (0.0), will be eligible for the incentive for eligible shifts after they complete their contractual required minimum.
- Any nurse who has the skills and competency to care for patients in the area in which the shift is needed will be eligible for the bonus.

<table>
<thead>
<tr>
<th>Bonus Amounts</th>
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<tr>
<td><strong>Shift</strong></td>
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<tr>
<td>12-hour</td>
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<td>8-hour</td>
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<td>4-hour</td>
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The agreement will continue until 14 days after the influenza peak as determined by the Oregon Health Authority.

**Grievance Wins**

Numerous grievances have been filed in the last 3 months for missing pay—nurses on the wrong step, missing differentials/premium pay, etc. Overall, we have recouped over $10,000 for the nurses who spoke

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Recent Wins and Agreements Reached with PWFMC

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up about their missing pay, with one grievant alone getting a $5,700 back payment.

Huge thanks to Nicole Hudson, RN and Virginia Smith, RN for fielding all these grievances! To all nurses at PWF - please continue to bring your concerns forward if you are missing pay, have scheduling problems, or have been told by HR your issue is resolved when it was not. We have been able to successfully resolve dozens of issues for nurses across departments and want to make sure no one is experiencing wage theft or pay loss due to Providence’s busted payroll and timekeeping system!

Paid Leave Benefits for 2023

What you need to know

Beginning in September 2023, the law ensures a minimum of around two-thirds of our average pay rate for up to twelve weeks of leave a year to recover from a serious illness, take parental leave, or care for a loved one. It renews each year, unlike other accrual-based leave benefits, and union members have the right to negotiate higher standards before the law takes effect.

Oregon's Paid Family and Medical Leave Law is a minimum; Providence must negotiate with union members over the benefit and any changes it could create to our current benefit structures. Our power remains with the irreplaceable value of our nurses' work, and our union intends to make improvements through the strength of ONA caregivers!

Here are ONA elected RN leaders’ priorities as we initiate negotiations during the coming weeks with Providence over paid family and sick leave!

- **Fully Paid Leave:** Oregon’s most extensive health system making $4 billion in annual revenue can pay 100% of RNs’ wages while on leave!
- **Providence Covers Employee Contributions:** $2 million is a lot for RNs to contribute, and other hospitals already committed to their RNs that they’ll cover the cost. It’s time for Prov to do the same.
- **Paid Leave Available Right Away:** Providence lags other health systems in the amount of leave we can use on day one. Oregon’s most extensive health system needs to address this disparity!
- **PTO Up to Market Standards:** Providence remains behind the market for total hours of

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Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Paid Leave Benefits for 2023 - What you need to know  
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accrued paid time off in our contracts. Let’s change it during these negotiations!

| **Up Next:** Attend Our January 20 Rally to Protect Providence Nurses! |

ONA’s 4,000 RNs open seven contracts before Oregon’s paid family and sick leave law fully takes effect. ONA RNs across the system will rally at Providence headquarters to kick off our effort to improve paid leave for caregivers throughout the Providence system.

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### Rally to protect Providence Nurses

**Friday, January 20**

4:30 p.m. - 5:45 p.m.

Providence’s Oregon Headquarters

4400 NE Halsey St, Portland, OR 97213

Follow the link to RSVP

[https://www.oregonrn.org/event/2023ProvRally](https://www.oregonrn.org/event/2023ProvRally)

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### Nurse Staffing at PWF

| **State of Emergency (SOE)** crisis standards of documentation went into effect this month due to the influx of patients in our Emergency Department and the increase in respiratory illness in our community at large. Please familiarize yourself on what this means for your practice, your patients, and your unit: |

- During a SOE, unit-level nurse staffing plans can be suspended or adapted, but our ONA contract is not, including language in Appendix A regarding working as helping hands and extra shifts. Nurses who have picked up an extra shift can decline a helping hands assignment, but if there is a need for helping hands in the hospital during an SOE, the nurses who are on straight time from that department may be floated as helping hands in lieu of an extra shift nurse (and the extra nurse can work on their own unit).

- Ultimately, as a registered nurse you are a licensed professional with standards you are held to per you license, despite the working conditions around you.

- Us working together as a team always helps our patients and our practice as individual clinicians, no matter the strains on the system we work in.

- Being uncomfortable and being unsafe aren’t the same thing, but they aren’t mutually exclusive either. If you are asked to do something in your practice as a nurse that you are uncomfortable or unsure about, ask questions and for support to do what is best for our patients.

- Taking care of yourself makes it possible for you to take care of others—so make sure you are taking your breaks and doing what you need to do our work together.

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Nurse Staffing at PWF

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- **The Staffing Effectiveness Committee (SEC)** is active and involved in all staffing processes at PWF by law. The SEC will convene in the next 30 days per the Oregon Nurse Staffing Laws to address the suspension of nurse staffing plans at PWF and the expansion of select departments to accommodate the influx of patients we are currently experiencing.

- **Recent wins in the SEC:**
  - CAPU reviewed their nurse staffing plan this month and were able to agree on better patient care ratios that support safety for patients and staff. Huge shout out to Travis Patterson, RN and Josh Hellstrom, RN for being strong advocates for your unit!
  - Each unit-level nurse staffing plan now includes an acuity tool that is to be used to determine patient assignments. Ask your unit direct care nurse representative for details on how your acuity tool works for your unit!

- **The PWF Staffing Effectiveness Committee (SEC)** meets every other month, second Thursday of that month, 1400-1600 (2 p.m. - 4 p.m.), on Teams - all staff are welcome to attend as observers! If you are interested in attending, let your unit direct care nurse representative know!

Bylaws Review and Vote

PWFMC ONA bylaws have not been reviewed in over 10 years, and it is time for revisions. Here are the highlights for proposed revisions:

- **Separate Treasurer and Secretary positions:** These positions were officially separated by a vote in 2019 but not memorialized in our bylaws. These changes support the already implemented separation of the two positions.

- **Expand language defining bargaining unit officer positions:** In order to define each of the officer roles and responsibilities so union activities are clearly defined for the bargaining unit members and any PWF ONA nurse who should fulfill a bargaining officer role.

- **Delete discipline language:** This language is unnecessary and redundant, given the ONA bylaws cover this.

Minor revisions to align with ONA bylaws: Includes updated nomenclature for the PWFMC-ONA bargaining unit and the Labor Cabinet, details about house of delegates, dues structure, and executive committee.

These bylaws will be posted on our PWF ONA webpage and on each unit breakroom bulletin board at PWF on December 22 and will be available for review by the bargaining unit membership through January 6, 2023. We will conduct an electronic vote starting January 10 that will run until January 16, with the results announced on January 17.

Please review the bylaws at this link: [https://www.oregonrn.org/pwfmc](https://www.oregonrn.org/pwfmc)