Red Rules

Red Rules – What do these documents staff are being asked to sign mean and do they change discipline or our standards for progressive discipline?

Amid questions surrounding a new document nurses were asked to sign, our conversation with administration clarified that there will be no difference in how this policy is treated (even though a document was presented for staff to sign) and that it does not change the progressive discipline process. The rule is there to heighten awareness of ensuring caregivers have patient ID and stopping care to resolve issues when they occur. The administrative group is preparing a Healthstream module that will review all this for team members.

How to Get Assistance from Your Union

Being in a union brings advantages such as contractual protections, collective bargaining, the right to act collectively as a unified voice of professional nurses, and representation at meetings and other situations. Connecting people and resources is something that stewards, officers and ONA staff can do. Sometimes we can’t solve the problem but can at least help make situations more manageable. Many times, nurses don’t know who to contact first when a situation comes up; this short article is intended help you navigate with more ease and less frustration.

♦ Disciplinary / Investigatory Meetings: If you’re informed that there’s a meeting with a manager that is investigatory you have a right to a representative under the Weingarten rule (see page 4). Contact your unit steward or an officer about your rights and scheduling the meeting to have someone else attend. If you can’t get a steward or officer, you can reschedule it for another time.

♦ Receiving a Corrective Action: If you are being given a corrective action (that is already written) and is not an investigatory meeting, then this does not fall under the Weingarten rule. You can ask to have a representative if you like, but it’s not the situation the law is designed to address.

♦ Payroll Questions: First, ask your manager, they can help you determine if it can be resolved in your unit level, if you need to talk to HR, or if it’s a system issue that needs to be sent to Renton. Your officers, stewards and labor rep can help as well, but starting with a manager is the most efficient.

♦ Negotiation Updates: Make sure...
How to Get Assistance from Your Union

you’re receiving e-mail from ONA to a non-Providence e-mail address. Check your bargaining unit webpage for updates, or your unit bulletin board. If you have more questions, talk to stewards and officers. To update your contact information, visit the ONA website: https://www.oregonrn.org/page/11

♦ Contract Questions: Unit Stewards, Officers and ONA staff can help, just reach out.

♦ Unit Atmosphere: (problems with colleagues, a manager, other situations). There’s no easy answer to these complicated questions. Talking to a steward or officer for starters is a good idea, or if there is some reason that you want to talk to ONA staff and not to another coworker, contact your ONA labor representative.

♦ Staffing Questions: Your House Wide Staffing Committee (HWSC) nurse representatives are a good starting point as well as a unit steward. They can help you get on track with the right connection.

It’s not too late to sign up

2019 ONA NURSE LOBBY DAY

Tuesday, Feb. 5, 2019

• Meet your state legislators
• Learn more about 2019 legislative issues that affect nurses and our patients
• Advocate for priority legislation issues
• Continuing nursing education contact hours


PTO / EIT and Short-Term Disability

Changes Announced and How It Affects You, your colleagues and other Providence Nurses. And What you can Do to Help.

Portland Medical Center (PPMC), Willamette Falls Medical Center (PWF), Home Health and Hospice (PHH&H) and Seaside Hospital (PSH) are all in open contract negotiations. Providence Milwaukie Hospital (PMH) will begin bargaining soon. Providence has proposed a take away proposal at all the bargaining tables to freeze extended illness time (EIT) accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020. They are proposing to then replace EIT with a short-term disability benefit that covers 65 percent of wages and a maternity/paternity leave program. Management stated that this is a top priority.

Providence is proposing 4-year agreements at PWF, PPMC, HH&H and PSH. And 1 percent each year.

St. Vincent has a 4-year agreement, expiring in 2021.

Of the units in bargaining, Providence Portland has had the most sessions -- a total of seven. Read their bargaining updates here:

All the ONA bargaining teams have declined to accept management’s proposal to freeze extended illness time...
PTO / EIT and Short-Term Disability

(EIT) accruals at the end of 2019 and phase out EIT by the end of the calendar year 2020.

Management proposed to replace EIT with a short-term disability benefit that covers 65 percent of wages after a waiting period of seven calendar days (must use paid time off (PTO) during the waiting period) and a maternity/paternity leave program.

At PPMC, when management presented the EIT takeaway they presented a chart titled “New PTO Actual Plan offering more hours to nurses,” and claimed the “new PTO benefit is a richer benefit for all nurses.” Their chart was based on 1.0 FTE/eight-hour shift.

The majority of PPMC nurses are 0.9 FTE/12-hour shifts. The chart on below lays out how management’s proposed changes will impact a 0.9 FTE nurse. For 0.9 FTE nurses, the changes to the PTO/ EIT/short-term disability (STD) program would result in one single year of increased PTO accrual - year three. The remainder of the years of service would see either no increase in PTO, or a reduction in accrued PTO hours, with a net loss throughout the first 15 years of service of 98 hours of accrued PTO.

A flyer issued from PPMC’s management bargaining team on Jan 2, 2019 claimed the “new PTO benefit is a richer benefit for all nurses.” The PPMC nurses who looked at this say otherwise:

- EIT is available for use after 24 missed hours of work. The STD benefit only starts after seven calendar days, which could result in a nurse needing to use up to 72 hours of PTO to cover the lost work.

- Unlike the current EIT benefit, STD is only available to cover the employee’s illness. It is not available to compensate for the nurse’s absence, extended or...

Impact of Providence’s PTO/EIT Takeaway Proposal on PTO and EIT Hours for a 0.9 FTE Nurse

<table>
<thead>
<tr>
<th>Year of service</th>
<th>Current accrual hours</th>
<th>Proposed accrual hours</th>
<th>PTO Difference</th>
<th>EIT hours lost</th>
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Net change: -98
Combined net change: -805
otherwise, to care for a sick child or other direct family member.

- While these absences are currently protected under FMLA and OFLA laws, the laws currently do not provide compensation, just job preservation. If the nurse exhausts their PTO bank, any extended time away from work to care for themselves or a family member would be uncompensated.

**What’s next?**

PPMC’s bargaining team has reached out to the other Providence bargaining teams and officers to meet in early February. All the units in bargaining will be working to achieve a final contract that does not include the PTO/EIT takeaway. They will need your help and we will be keeping everyone informed of the campaigns at the other units in bargaining and how you can help. For now, please stay informed by reading the newsletters, checking in with your stewards and officers to find out updates, and looking at the bargaining updates on the PPMC and other Providence unit webpages.

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**ONA BU LEADERSHIP CONFERENCE**

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton in downtown Portland.

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

**Who Should Attend**

Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

**Registration**

Registration is free for members and student affiliates. Save your seat at the conference by registering today!