## Providence Bargaining Updates

### Providence Portland Medical Center

Providence Portland Medical Center (PPMC) and the Oregon Nurses Association (ONA) met and bargained on April 18 until the morning of April 19 and reached a tentative agreement (TA). Highlights of the agreement include:

- **Retro pay**
- Won a cap on mandatory day off (MDO) of 24 hours per scheduling period (1 month) or a maximum of 168 hours per year (whichever is lower)
- **Wage increases** of 10.25 percent over the next 4 years
  - 2019 - 2.75 percent
  - 2020 - 2.50 percent
  - 2021 - 2.50 percent
  - 2022 - 2.50 percent

The progress made during this last day resulted in a 10.25 percent wage increase over the 4-year life of the contract. PPMC management clarified that paid time off (PTO) used during the seven-day waiting period for short-term disability (STD) insurance will not exceed the nurses’ full-time employee (FTE). They also negotiated a new differential for float pool nurses, increases to per diem differentials, increase to standby differential, and improvements to extended illness time (EIT) use before EIT is replaced with the new STD program.

To read the full newsletter with all details of the agreement, go PPMC’s bargaining unit webpage at: [www.OregonRN.org/81](http://www.OregonRN.org/81).

### Other Providence Facilities

Providence Willamette Falls (PWF), Providence Seaside Hospital (PSH) and Providence Home Health & Hospice (PHHH) contract negotiations are ongoing.

PWF met and bargained on April 19 and will meet again on May 2. PHHH meets on May 6 and PSH is in the process of scheduling another session.

### Documenting and Reporting Payroll Errors

Many nurses have reported payroll errors. Some errors are from years past where certification submissions were not received and certification pay “dropped” from their checks, and others are more recent.

The takeaway? **Watch your pay records for errors and report any errors to your manager immediately.**

Document when you reported the error in case the issue is not resolved and you need to escalate the complaint or possibly file a grievance.

### Stay Tuned!

PSVMC’s next newsletter will include updates and information on Red Rules and SANE Bargaining.
Floating Grid: Send Your Feedback

As you know, on February 4, the floating grid at PSVMC went live. This has been a project in the works for about a year. The grid was developed on a unit-based level (through the Unit-Based Staffing Committee) and finalized at the House-Wide Staffing Committee. Floating outside of folks’ cluster was realized as a solution to a very real problem: nurses in one department are being MDO’d while nurses in another department are short-staffed.

Although many nurses from different units, both direct care and management, have worked diligently to ensure that this grid is accurate, we need to be aware there may be some kinks to work out once we actually start using the floating grid. Below are tips to help ensure that nurses are given assignments that fit their skill set.

If you are floated to a unit and given an assignment that is outside of your skill set:

- Use your HRO tones and tools (Concerned, Uncomfortable, Stop).
- Work up the chain of command if your concerns are not being heard.

If you encounter a situation that is not safe, e-mail the Hospital-Wide Staffing Committee with your floating narrative at RachelSeidelman@Gmail.com

Nurse Staffing Trainings at PSVMC a Success

ONA’s Nurse Practice Consultants (NPCs) hosted staffing law trainings earlier this month at PSVMC. Nurses who attended report the NPCs provided very helpful information. ONA offers these trainings to nurses around the state, so find a staff training near you!

To learn more, visit the ONA website at www.OregonRN.org and look for scheduled staffing workshops on the main page. There are also resources and guides on the staffing law that you can access from the ONA homepage under Professional Services, Nursing Practice, and selecting Nurse Staffing (see picture to the right). You can find these resources at www.OregonRN.org/113.

You’re Invited!

ONA/PSVMC Steward’s Dinner

Our next steward’s dinner is Wednesday, May 1 at PSVMC from 5:30-7:30 p.m. If you are interested in attending and meeting your stewards, or learning about becoming a steward, talk to a steward or a member of the PSVMC executive team or email them at: APRNemail@Gmail.com.

Keep PSVMC’s Bargaining Unit Strong: Become a Steward!

ONA/PSVMC has two Basic Steward Training sessions scheduled:

- Tuesday, April 30, 11:00 a.m. - 3:00 p.m.
- Friday, May 17, 10:00 a.m. - 2:00 p.m.

Both training session will take place at the ONA office in Tualatin. If you would like to attend a training, contact your labor representative Sally LaJoie at LaJoie@OregonRN.org