ONA/PSVMC Executive Committee

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LABOR REPRESENTATIVE: Sally LaJoie
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PSVMC Certification Pay Grievance Resolved

Claims Process Open Until October 15, 2019

A grievance was filed in May by ONA because nurses discovered that they were not receiving certification pay, despite their prior submission of evidence. We are writing to let you know that we have agreed to settle the grievance.

In reviewing this matter, we learned that there were process changes on how to submit evidence of certification which were not widely communicated. Nurses thought they were submitting evidence appropriately. However, the certification did not go through to processing and payment was not initiated.

To resolve the grievance, nurses impacted by the changes in the certification pay process since Sept. 1, 2018 are eligible to be paid their missing certification pay from the date their pay ended, retroactive to the start of the pay period following submission of their documentation to PSVMC.

See pages five and six of this newsletter for information on eligibility and how to submit a claim.

Survey on Education Leave and Reimbursement Fund Open

Our contract is in effect until December 31, 2021, but it contains a “re-opener” for the Education Fund and Education Leave (Article XIV.C, pg. 42-44).

We are conducting a survey of all the nurses at PSVMC to determine what is important for us to pursue in negotiations. Please take the survey here: www.SurveyMonkey.com/r/2019STV-EDU

We begin bargaining in October and have three dates scheduled. We will likely have a slightly smaller negotiating team of officers and a few stewards participating as this is a single issue.

We will keep you informed as this progresses. We only send ONA updates to non-work email addresses, so be sure that we have your correct email address!

OVERVIEW OF THE BENEFIT CHANGES IN PAST NEGOTIATIONS

Total Dollars Available for Individual Reimbursements. The education fund, or “pot,” available for individual reimbursements has been $175,000 since 2013, when it was increased from $150,000.

Individual RN Reimbursements. The individual amount that a full- or part-
Survey on Education Leave and Reimbursement Fund Open (continued from page 1)

time nurse can apply for reimbursement has been $475 since 2015. It was increased by $25 (from $450) in those negotiations.

Resource nurses were added to the contract in 2009 and were eligible for $175 until 2014 when it increased to $225*.

Paid Education Leave Hours. Your education hours have remained at 16 hours per year since the first contract was negotiated in 1978.

There have only been two changes to the education leave benefit since our first contract:

- 2009: to add resource nurses, who are eligible for eight hours per year, and
- Between 2014 and 2017, float pool nurses were entitled to an additional eight hours of leave per year (24 hours total). This was removed as a benefit in 2018 and now all FT/PT nurses have 16 hours.

*Resource nurses must work 800 hours in the calendar year immediately preceding to be eligible.

RQI, ACLS, BLS, PALS BARGAINING UPDATE:

We are working on scheduling meetings to bargain the changes to the amount of paid training time allowed for nurses that have ACLS, BLS, and PALS. We expect to begin meeting by early October.

Providence Flu Policy Enforcement Changes Announced

Recently, Providence notified ONA’s individual bargaining units that it would begin to enforce its flu vaccination policy more consistently than it has in the past.

The current flu policy was the product of negotiation between ONA and Providence in 2014. As part of those negotiations, ONA and Providence agreed to a Memorandum of Understanding (MOU) regarding influenza vaccination. The full MOU on the flu vaccine can be found on the ONA/PSVMC bargaining unit webpage at www.OregonRN.org/83 under “Documents.”

Following consultation with management and human resources, it appears that there will be no changes to the policy or the MOU, but Providence is stepping up enforcement of the existing agreement and policy this year.

Providence wants to have 90 percent compliance with the flu vaccine, and 100 percent compliance overall (all nurses who do not get vaccinated, must fill out the declination form).

Providence sent notification to all caregivers of the enforcement changes on August 22, 2019 and another message will be sent on September 6.

Reviewing the employer’s announcement, and ONA’s position on influenza vaccination (found on ONA’s website here: www.OregonRN.org/464), we want you to know that the Association will continue to advocate for policy implementation that encourages vaccination, protects employee health information, and allows for sick leave policies that are non-punitive, flexible and consistent with public health guidance to allow and encourage health care workers with suspected or confirmed influenza to stay home.

In the meantime, to ensure employees are not involuntarily placed on leave, nurses should do the following:

- Get the flu shot at Providence or from another provider and submit documentation to Providence that it was completed, or;
- If you decline the flu shot, you must sign and submit the declination form that states you have declined the flu shot and wear a mask in all patient areas.

If you have questions or concerns about the influenza vaccination policy and this announcement, please contact your ONA Labor Representative, an ONA officer, or unit steward. Additional information provided by Providence in response to questions raised is also available on your bargaining unit webpage under News and Announcements.

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If you have questions or concerns about the influenza vaccination policy and this announcement, please contact your ONA Labor Representative, an ONA officer, or unit steward. Additional information provided by Providence in response to questions raised is also available on your bargaining unit webpage under News and Announcements.
Resource Notice and Seniority Changes Coming Soon

The last contract negotiations included a revision in how our resource seniority is calculated. It was previously a 3:1 ratio and is now based on hours worked (one year of seniority for each 1,600 hours worked). This new contract language required PSVMC and ONA to update seniority dates. Notices will be sent in September from both Providence and ONA, so please watch your inbox and tell fellow resource nurse colleagues as well. Read more in our collective bargaining agreement: Article XVII.A.1, pg. 47-48.

No-Show, Late Sick Calls Increase in Enforcement

At our August Labor Management Task Force meeting, your union team was notified that PSVMC management would be increasing both monitoring and enforcement of the late sick call and no-show policy. Please spread the word to your fellow unit nurses. If you have questions about this change, contact your unit steward or ONA Labor Representative.

NEW STEWARD ELECTED TO MED A UNIT!

Congratulations to Adwoa Lynn, newly elected steward to the Med A unit!

If you are interested in becoming a steward, contact a member of the ONA/PVSMC Executive Committee, a unit steward, or ONA Labor Representative Sally LaJoie.

Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.

Part 1: Oregon’s Nurse Staffing Law
Part 2: How to Write a Better Nurse Staffing Committee Charter
Part 3: How to Write a Better Staffing Plan
Part 4: Staffing Committee Orientation

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
ONA Leadership Congress and Staffing Policy Assembly (SPA)

Oct. 3 & 4, 2019 - Springfield

Leadership Congress
Thursday, Oct. 3

Time: 1-5:30 p.m.
Location: Hilton Garden Inn, Springfield

The 2019 ONA Leadership Congress will provide all current and incoming nurse leaders an opportunity to give feedback on what it means to be a leader in ONA and help inform what leadership will look like in the future. There will also be discussions about potential ONA bylaws changes and resolutions that may be brought to the ONA House of Delegates.

Staffing Policy Assembly
Friday, Oct. 4

Time: 9 a.m. - 5 p.m.
Location: Hilton Garden Inn, Springfield

Join ONA for a SPA day! The ONA Staffing Policy Assembly (SPA) is an opportunity for ONA members to discuss staffing issues and guide the organization in determining next steps in the fight for improved staffing. Some goals for the SPA are to determine ways to improve regulation of the current Oregon Hospital Nurse Staffing Law and establish priorities for legislation going into future legislative sessions.

ONA members are invited to attend these events for FREE! You can attend both days or attend the day you think is most valuable to you. When registering, please let us know which days you plan to attend. Learn more and register today at OregonRN.org.

Participants of the Staffing Policy Assembly will be able to earn continuing nursing education contact hours.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
Dear PSVMCONA-Represented RNs:

A grievance was filed in May byONA because nurses discovered that they were not receiving certification pay, despite their prior submission of evidence. We are writing to let you know that we have agreed to settle the grievance.

In reviewing this matter, we learned that there were process changes on how to submit evidence of certification which were not widely communicated. Nurses thought they were submitting evidence appropriately. However, the certification did not go through to processing and payment was not initiated.

To resolve the grievance, nurses impacted by the changes in the certification pay process since September 1, 2018 are eligible to be paid their missing certification pay from the date their pay ended, retroactive to the start of the pay period following submission of their documentation to PSVMC.

To be eligible:
1) You are currently employed by PSVMC, and were employed by PSVMC at some point during the relevant time period;
2) You are an ONA-represented RN;
3) Your certification differential stopped on or after September 1, 2018;
4) You possess the appropriate eligible and current certification for the time period in question; and
5) You attempted to submit evidence of your certification previously.

To submit for reinstatement and backpay, please do the following by October 15, 2019:
1) Complete and sign the attached attestation form and
2) Attach a clear, legible copy of the relevant unexpired certification for the time period in question.

What if I lost Certification Pay before September 1, 2018?
A: Certification Pay that was not paid prior to September 1, 2018 will not be paid as part of this grievance settlement. The rationale is that there were no process changes before September. Any nurse missing certification pay in the earlier time period must provide actual evidence of submission.

What Happens Going forward?
A: All initial and renewal certifications must be submitted through the online portal per the instructions in the article below. Submissions to your manager, staffing or payroll will not be accepted.
PSVMC Certification Pay Grievance Resolved (continued from page 5)

The contract language for certifications is in Appendix A of your contract.

Reminder of the New Process:

Excerpt from *Leadership Access and Response News* of April 5, 2019

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**Certification for Pay**

Good news! The Certification for Pay online form has been updated. The online form itself has been streamlined, and more importantly, it will now accept "PDF" versions of certification images. If you are eligible to receive certification for pay, remember the new online submission form can be found on the HR Portal. This can be done from a work computer at any time if you log into the HR portal with your unique ID and password (it should not be done from a shared or auto-login). You should have clear image file of your certification saved in a folder on the computer you are using. To access the Certification for Pay online form, go to the HR Portal. Select the "Resources" menu, then the "Forms" menu. Next, select "Human Resources." It will take you to a forms list and the "Certification for Pay form" is the second form.

This is the mechanism for submitting initial requests for certification for pay, and all renewals. Please remember do not submit copies of your certifications to your manager, staff or payroll. Please be sure to check your pay advice to confirm that the certification differential is being paid. A best practice is to put a reminder in your cell phone calendar or other device to remind you when it is time to resubmit your renewal. The system will not provide notice when your certification expires.

Tips:

- The revised online form will now accept "PDF" images of your certification. Make sure the image of your certification is completely legible or it cannot be processed.
- When you put in your caregiver ID (numbers only, no "P"), use the tab key on your keyboard. The form should then auto-populate with your name.
- The form now has a "print" function so that you can print a copy of your submission. Best practice—print a copy of your submission and retain as documentation of your submission.
- When you finish the process and select the "submit form" button, an auto message will appear saying "Certification for Pay form has been Submitted Successfully!" An email confirmation will not be generated.

If you have questions after submitting, contact the HRSC via an AskHR ticket 24/7 or call the Caregiver Service Line at 888-687-3753 M-F 7:30 am – 5:45 pm.

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If you have any questions, please contact Human Resources or anONA Officer, Steward or Labor Representative.

Thank you for all that you do for the organization and the patients you serve.

Sincerely,

*Jennifer Burrows RN, MBA Chief Nursing Officer*

*Sally LaJoie, ONA Staff Labor Representative*