

Due to Weather the Hospital Cancelled Our Session.

Obviously this was unforeseen, but it is still disappointing. We were ready. Your team has prepared a comprehensive proposal based on your feedback.



In advance of our next session on January 6, here are the details of the comprehensive counter proposal that we anticipate making. To view these details, go to our website at www.onappmcrons.org. Our website also has past updates and more detail about many of the proposals. Additional sessions are scheduled for January 23 and 29. Stay tuned.

Help us get a good contract. Please join ONA in the new year.

Only one third of the nurses who work at PPMC pay dues and are active members of ONA. This level of membership makes it harder to bargain for the improvements that we all want in our contract.

Your membership is one of the clearest indicators to the Hospital that you support the proposals that we are making. Dues are a little more than \$15.00 a week. For a 36 hour a week nurse that is a little more than 1% of your wages each month. Many of us spend that much on lattes in a week.

That 1% could help to prevent an increase in your deductible or an increase in the out of pocket maximum on the Base EPO Plan. If we succeed at this, the dues just paid for themselves. See a member of the team for an application or call Rob at ONA.

Thank you LK (Linda) Myers and Betty Lee for all of your membership work on 7 South in the last two weeks.

Over 60% of the unit's nurses are members of ONA. This is among the highest in the Hospital. Welcome to Jennifer Kuker, Laurel Brookhyser, Erma Clara, and Charlene Kelso, Suzanne Fink, and Laura Bonham, Valerie Brewer, and Christine Barnes

ONA Officers at PPMC:

Chair: Juanita Wolf, RN, OP Transfusion
Secretary: David Arlint, RN, 2R
Treasurer: Terri Houck, RN, IV Therapy
PNCC Chair: Sue Phillips, RN, 8S
Member at Large: Karen O'Dell, Float Pool



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Health Insurance.

The Hospital wants to increase the deductibles on the 2009 Base EPO plan from the current \$250 individual deductible and the \$750 family deductible to \$350 for the individual and \$1050 for the family.

The Hospital also wants to increase the 2009 Base Plan out-of-pocket maximums of \$750 for the individual and \$2250 for the family to \$1500 for the individual and \$3000 for the family. **We think we should continue to hold to our proposal of no changes in the Base EPO Plan.**

Retirement.

It is our priority to gain a better retirement benefit —one that rewards nurses who make a commitment to work at Providence for the long term. Our proposal increases the Core Plan contribution from 5% to 7.5% and increasing the maximum match contribution on the Value Plan to 3% for everyone, not just those with 10 years of service. We also proposed retiree medical benefits. The Hospital does not want to make any changes.

Every time the Hospital answers one of our questions it only raises more questions for us. We still have our doubts about the worth of this benefit when compared to other employers.

We think we should continue to hold out for a better retirement.

Wages.

We think wages that mirror what was bargained at ST Vincent and keep us all paid exactly the same make the most sense.

This would mean a 4% increase on January 1, 2009, a 4% increase again on January 1, 2010, and a 4.5% increase for January 1, 2011 in a three year contract.

Charge Nurse Protection.

The Hospital says it will not attempt to take AHNs and charge nurses out of the bargaining unit and deprive them of contractual protections.

We want a firm commitment that is placed in the contract for the life of the agreement. They seem to be bulking at placing this intention in the contract.

Staffing.

HB 2800 was passed in 2005. It put limits on the amount of mandatory overtime a nurse could work, and it set up a mechanism via a staffing committee to involve staff nurses in determining what staffing on their units should look like based on patient acuity and intensity. We do not think the law has been implemented well at PPMC. We

As a reminder our proposals are organized around these key themes.

- Better Staffing.
- Wages that keep up with inflation.
- Keeping what we have with regard to Health Care.
- Better Retirement.
- Improving the visibility and influence for nurses at PPMC via ONA.

We believe that progress in these areas will lead to a contented nursing work force that will translate into better patient care with in Providence and Oregon.

have three staffing proposals, one that sites the OT restrictions, one that describes the role and work of the Hospital's staffing committee and one that allocates approximately 65 different new FTE to 14 different units around the Hospital to help improve the staffing. **We do not think the Hospital's Healthy Work Environment proposal, alone, is sufficient to deal with these concerns. We want staffing committee specifics and staffing improvements in the contract.**

Nurse Influence.

We have proposed a fairshare/ membership clause for the contract (everyone benefits so everyone should pay). We are still asking for a three year contract so we can bargain together with the other Providence facilities in the state.

Other Proposals.

There are other proposals that are still on the table. Please go to the web site and take a look.