

Bargaining Has Started.

Our opening session focused on getting the information we need from Providence to make thoughtful proposals based on data and knowledge as well as your ideas and the opinions of your fellow nurses.

Collective bargaining laws allows a union to make an information request of the employer. This is so that the union can gain knowledge about the employer's business and how it operates with regard to topics that are covered in a contract, things like: wages; benefits (details on the health insurance, dental, long term disability, retirement, etc.); working conditions (elements like amount of overtime worked, amount of incentive shifts paid, the number of vacancies, etc.) and then craft proposals that are informed by what is actually happening.

For example, a facility with huge spikes in overtime, and complaints from employees to the union about not having enough time to be with family provides a rationale, with data, for a proposal to limit mandatory overtime.

Bargaining sessions are scheduled for October 21st & 30th & November 4th & 13th.

What is the value of information in bargaining?

For example, the amount of call back hours worked in PACU for 2008, so far, (call back meaning being called back into work after your shift is done) is 1199, and in CVL it is 515. PACU's call back is double the CVL's. Yet there are 32 PACU nurses sharing the call burden and only 7 nurses sharing that burden in the CVL.

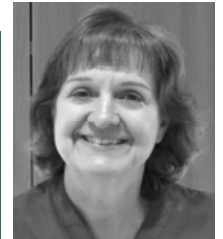
Your team made a request for 51 different items at the end of the summer with regard to wages, benefits, and working conditions there at PPMC.

We are using this data to guide our proposals along with survey results, your suggestions, and what exists in other ONA contracts. Several of the items we asked for, as of the start of bargaining, had not been provided. We worked with the Hospital to clarify what was needed and arranged a time frame

Some of the things we asked for include:

- The total amount of money spent on nursing wages.
- The total amount of money spent on health care for nurses.
- How many nurses have a CORE plan with a higher contribution than 5%.
- The current staffing plan for each unit.
- The amount of call, over time and incentive shift worked on each unit.
- Copies of Staffing Effectiveness Reports from 2005, 2006, and 2007.
- What the claims history of the insurance plans have been.
- What the premium history of the insurance plans have been.
- How many nurses have certifications and which ones.

for the needed information to be delivered. Hopefully most everything we asked for will be provided by Friday of this week — giving us enough time to prepare and make opening proposals for our next session on October 21st.



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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Open Enrollment is Starting.

When you start the process of choosing your benefits for next year please consider the information that ONA shared with you in

a previous newsletter about the Base Plan and the Plus Plan, and whether it makes more sense to be on the Plus Plan or the Base Plan.

There are 271 nurses on the Plus Plan here at PPMC who should really consider if paying the extra premium is worth it.

If you missed that update, please e-mail our labor rep Rob Nosse at ONA for a copy of the newsletter and an explanation at nosse@oregonrn.org.

Also for those of you who enroll in the Base Plan. We have been assured that the increase in deductibles and the increase in the out-of-pocket maximums that was agreed to by the St Vincent's nurses will not be reflected in our open enrollment packets.

If your Base Plan deductible for the individual is \$350 or \$1050 for the family this is the wrong Base Plan. The deductibles for RNs at PPMC are still \$250 for the individual and \$750 for the family.

If the out-of-pocket maximum is listed as \$1500 for the individual, or \$3000 for a family that is also wrong. The out-of-pocket maximums for RNs are still \$750 for the individual and \$2250 for the family.



Calling All Nurse Volunteers at PPMC.
We need help for GirlFest 2008 on Saturday, November 1, 2008 from 10:00am to 5:00pm at the Portland Expo Center. Call Jenny Taylor at 971-227-1211 if you can volunteer to help.

ONA District One is sponsoring a booth at GirlFest. GirlFest is a Girl Scout sponsored daylong event celebrating "Everything Cool About Being a Girl!"

Girls of all ages, from every community, are invited to attend and will participate in hands-on activities and learn about local resources available to them.

Last year, District 1 ONA's booth had several different hands on nursing opportunities including a mock operating room, stethoscopes, bandages, and a baby doll exam. We also had information regarding how to become a nurse, nurse coloring books, stickers, and Band-Aids with holders. I am coordinating volunteers to staff our nursing booth.

Please contact me if you are interested in volunteering anytime during this day by calling me at 971-227-1211.



The election is almost here! Ballots should be hitting our mail boxes (for those of us who live in Oregon) this weekend. Please be watching for an ONA's Voters' Guide in addition to all the material from candidates and of course the voters' pamphlet from the State of Oregon to help you decide.

Staffing Campaign Update.

We got some hopeful news from the House-wide Staffing Committee Meeting that happened on Monday, October 13th. **The committee acknowledged the requests of the 13 different units in the Hospital and the nurses that work on those units who desire changes to make patient care better.**

ONA is awaiting a letter from the committee that outlines the next steps that the committee members believe are necessary to move forward on our requests for staffing improvements at PPMC. **Stay tuned for more details.**