

**Bargaining was delayed until Tuesday, November 4th. The Hospital wanted more time to consider our proposals and develop their counter offers.**



**Check out our Website!**

[www.onappmcns.org](http://www.onappmcns.org)

Our website has been updated with negotiations material for this round of bargaining.

We will be posting past bargaining updates and information about our proposals here for your review. If we get a sense that many of you are using the site we can stop printing so many newsletters.

If you have feedback or suggestions, please send them to our webmaster Jenny Taylor at [Jennifer.Taylor@providence.org](mailto:Jennifer.Taylor@providence.org).

**Election Day is November 4th.**

Like you needed to be reminded! If you are still undecided please consult your Oregon Nurse Special Election Edition (mailed to your home) or log onto the ONA website at [www.oregonrn.org](http://www.oregonrn.org) for more information about the Ballot Measures and our endorsed candidates.

**Bargaining sessions are scheduled for November 4th & 13th, and December 1st, 9th and 16th.**



We take this as a hopeful sign. Rather than just wasting our time or coming back and saying "no", the Hospital is attempting to be thoughtful and deliberative.

We meet with the Hospital again on November 4th.

Updates will be distributed on the units by end of the week. Please let Rob at ONA know at (503) 293-0011x318 if you do not see any information by November 7th.

**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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## A little more information about the Base EPO vs. the EPO Plus.

We have heard from several nurses that they appreciated getting the information about the Base EPO Plan and the EPO Plus

Plan but they found the chart confusing. If you have been to open enrollment you know that the premium you pay for being on the EPO Plus Plan went up a little over the cost from last year.

You also know that the co-pay (the part you pay for seeing a physician or for a gynecological exam) increased to \$20.00 a visit on the EPO Plus Plan when compared to the \$10.00 per visit co-pay on the EPO Base Plan.

**Here is the deal more clearly.** The Base EPO Plan deductibles for nurses are \$250 for the individual and \$750 for the family. These de-

ductibles are lower than what your fellow non-nursing employees at PPMC pay, and they are lower than what the nurses on the Base EPO Plan at St Vincent pay. The out-of-pocket maximums are higher on the EPO Plus Plan than they are on the Base EPO Plan.

A full time nurse on the EPO Plus Plan pays an extra \$2,136 a year out-of-pocket for health insurance benefits with no significant benefit improvement for being on the Plus Plan. Even if you have to pay the full \$750 deductible on the Base Plan you still would have saved \$1,386 for the year being on the Base EPO Plan. If you are part time the savings are even greater. There is no financial advantage to being on the EPO Plus plan. Set aside money for the deductible and you will save money by not paying the additional premium that you pay on the EPO Plus Plan.

## Please join

Currently 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 want in our contract for: staffing, wages, retirement, and health insurance.

Your membership is one of the clearest indicators to the Hospital that you support the proposals that we are making.

Dues are \$71.92 a month. For a 36 hour a week nurse that is a little more than 1% of your wages each month.

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.

If we improve your wages by more than 1% or your retirement benefit by the requested 2.5% the dues did more than pay for themselves.

Dues also provide resources for ONA staff to work in Salem or here at the Hospital to either improve the staffing laws or make sure that they are enforced. Better staffing means better patient care and a better work environment.

Please talk to Amy Pallensen or Jenny Taylor if you need a membership application.

## We are all in this together

Don't forget that there are three Providence Hospitals in bargaining this time. Providence Hood River Memorial Hospital, and our newest bargaining unit Providence Medford along with us here at PPMC. Providence Home Health and Hospice is also in bargaining.

### That is a total of four Providence bargaining units in negotiations.

We will keep you posted about developments that emerge from their bargaining that impact what we do here at Portland Providence Medical Center.