

The Hospital made a comprehensive counter proposal and responded to all of our opening proposals.

Check out our Website!
www.onappmcrns.org

This update is on the website along with a copy of all of our initial proposals and previous updates.

As we learn that more of you are looking at the website for bargaining information, we will print fewer updates. If you have feedback or suggestions, please send them to our webmaster, Jenny Taylor, at Jennifer.Taylor@providence.org.

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.

A summary of most of the Hospital's economic proposals is on the back.

The Hospital suggested the following themes for their proposals.

We are paraphrasing what we were told in bargaining below.

1. The settlement needs to reflect the financial realities of the current market and economy.
2. We want ONA and the Hospital to jointly focus on the 14 forces of magnetism and the 6 essential standards called for in AACN's Healthy Work Environment Report. This is the way we want to deal with the staffing and ONA influence proposals.
3. We want a meaningful way to partner & work with ONA, but we don't believe "forced membership" (what we call fair share) is the way to do this.

Bargaining sessions are scheduled for November 13, and December 1, 9 and 16.

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



18765 SW Boones Ferry Road,
Suite 200
Tualatin, OR 97062
Telephone 503-293-0011
Fax: 503-293-0013

Here are the highlights of some of the Hospital's "opening" economic proposals for a four year agreement that would expire on Jan. 1, 2013.

- **Wages**— 2% upon ratification for 2009. This means no retro if bargaining goes past January 1. 2% on January of 2010, 2% on January of 2011, no firm proposal made for 2012 though they did propose a new step for 30 year nurses.
- **Retirement** — No improvements. Keep the current plan the way that it is, and no provision for retiree medical.
- **Health Insurance** — For 2009 they would ask the RNs to agree to increases the deductibles to \$350 for the individual and \$1050 for the Family and add an additional \$750 in out-of-pocket maximums at all levels. The benefits on the base plan would be subject to changes by the Hospital though-out the life of the contract based on what ever is done for a majority of Providence Employees. This could mean increases in deductibles, co-pays, out-of-pocket costs or premium increases.

Starting in 2010 or by 2010

- AHNs — a \$.10 cent increase for a total of \$3.35 an hour.
- Night Shift — a \$.25 cent increase for a total of \$5.50 an hour.
- Preceptor — a \$.50 cent increase for a total of \$2.00 an hour.
- Weekend Differential — No change.
- Extra Shift Differential — No change.

We plan to spend a lot more time asking questions about their proposals particularly about their healthy work environment proposal at our next session.

This is the Hospital's opening proposal to counter our proposal to improve the process used by the staffing committee and our proposal for 65 additional FTE to be distributed among 14 different units.

A. Healthy Work Environment. The Hospital, the Association, and the nurses at the Hospital have a joint commitment and a shared interest in providing a healthy work environment, to support and foster excellence in the provision of patient care. The parties echo the statement from the American Association of Critical-Care Nurses that the nursing shortage cannot be reversed without a healthy work environment that supports excellence in nursing practice. The parties believe that ANCC fourteen forces of magnetism enable the Hospital to recruit and retain excellent nurses. Toward that end, the parties are committed to working together – including using the existing processes – to address the elements of a healthy working environment and the forces of magnetism, and agree with the AACN statement: "Healthy work environments do not just happen. Therefore, if we do not have a formal program in place addressing work environment issues, little will change." To begin the work towards that goal, the parties have developed the Initial Action Plan for a Healthy Work Environment and will continue this work during the term of this Agreement.

B. HB 2800. The parties acknowledge that the Medical Center is required to follow the provisions of HB 2800 regarding staffing and staffing committees. If any nurse has concerns regarding staffing, he or she is encouraged to raise those concerns, without fear of retaliation. The method(s) and process(es) for raising such concerns is part of the work to be done by the parties toward the goal of a Healthy Work Environment, including communication for raising such concerns.

- The Hospital will make available to nurses, a mutually agreeable form for nurses to report specific staffing concerns. Nurses will leave completed forms in a designated place. A copy of such reports received by the Hospital, will be provided to the Association, a committee member designated by the Association, and the appropriate unit manager.