

Friday's Session was productive. Things got a lot clearer. Now we really need your input. Come tell us what you think.

ONA Meeting on Monday, January 26 from 7:00am to 8:00pm in Cancer Center Rooms C & D.

Please come by anytime for a 15 minute update and a chance to offer your opinion. You will be asked to fill out an advisory survey about your priorities and what you are willing to do to achieve them.

We will provide some snacks and good info. You do not have to be an ONA member to come and tell us what you think.

Some of the specific details around wages, health care, and staffing are on the back.



To view the details of our bargaining go to our website at www.onappmcrrns.org. Our website also has past updates and more detail about many of the proposals.



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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Length of Contract.

Initially, the Hospital wanted a four year agreement. Now, in light of the economy and the new administration in the White House, the Hospital wants a two year agreement.

We had proposed three so that we could bargain together with St Vincent's nurses. Do you still agree with this proposal?

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. They 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. The Hospital cannot make these changes that they want without ONA's agreement.

If we take the increases, they are willing to guarantee no further changes for the life of the contract. We think we should continue to hold to our proposal of no changes in the Base EPO Plan, at least for 2009. Do you agree with that proposal?

Nurse Influence.

We are still proposed a fairshare membership clause for the contract (everyone benefits so everyone should pay). **The Hospital is still saying no.**

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. We have concluded that it will be hard to gain these improvements in

this contract. **To succeed, we need a better economy, and we need joint bargaining with St Vincent's RNs. Should we move away from this proposal?**

Wages.

We think wages that mirror what was bargained at St. Vincent and keep us all paid exactly the same make the most sense. **In a two year contract that would be a 4% increase each year.**

The Hospital signaled that they would do that in exchange for ONA dropping retirement proposals and our agreeing to change our insurance benefit in 2009. Should we agree to those requests in order to get St Vincent wages?

Staffing/HB 2800.

We do not think the staffing laws have been implemented well at PPMC. We 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.

The Hospital made some improvements to their Healthy Work Environment Proposal that would improve the Staffing Committee's processes. **Their proposal would not guarantee any more staff but would provide a commitment to more dialog about unit staffing. Is that enough? Do we take our chances on an improved process getting us more staff or do we hold out for the specific staff requests that we have made?**

Other Proposals.

There are other proposals that are still on the table. Please come to our meeting to get the details.