

We are getting close to settling the contract. Wages, Staffing, and Nursing Influence should come together. The only major area of concern is what will happen to our health insurance — the Base EPO Plan. We bargain again next Friday, Feb. 6. Stay tuned.


To view the details of our bargaining go to our website at [www.onappmcns.org](http://www.onappmcns.org). Our website has past updates and more detail about many of the proposals.

If you have not yet filled out an ONA survey giving us your feedback about what is important in bargaining regarding Health Insurance, Wages, and Staffing, please do! There is still time to tell us what you think.

Please contact any ONA/PPMC Communications Liaison for a copy of the survey and will bring some to you and your unit.

**FROM HOSTILE TO HEALTHY**  
CREATING A CULTURE OF SAFETY IN NURSING

Thursday, March 12, 2009  
The Oregon Convention Center  
9:00 am - 4:30 pm  
[WWW.OREGONRN.ORG](http://WWW.OREGONRN.ORG)



An important conference addressing the causes of, and solutions to, violence, harassment and workplace bullying in the healthcare setting.



**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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**The Hospital wants to increase our deductibles and out-of-pocket maximums on our 2009 Base EPO plan.**

This would mean re-doing open enrollment and forcing you to enroll in a benefit plan that would have more cost to you should you get sick or need your insurance. The Hospital cannot make these changes, that they want, without ONA's agreement. It is a benefit that we already have that the Hospital would like us to give up or give back.

**We think we should continue to hold to our proposal of no changes in the Base EPO Plan, at least for 2009. We would consider making the changes the Hospital wants for 2010. Do you agree with that proposal?**

**Retirement.**

It has been 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 a retirement improvement in this contract. To succeed, we need a better economy, and we need joint bargaining with St Vincent's RNs.

**Wages.**

We think wages that mirror what was bargained at St. Vincent and keep us all paid exactly the same is the best we can do. In a two year contract that would be a 4% increase each year.

**The Hospital offered 4% each year in exchange for ONA dropping its retirement proposals and our agreeing to change our insurance benefit in 2009.** We think being paid like St V's is fine, but we do not want to ruin a good health insurance benefit that we already have.

Current 2009 Plan Design for RNs for the Base EPO Plan		Proposed Plan Design for 2009 for RNs for the Base EPO Plan	
	Base EPO	Base EPO	Difference/ Increase in cost
<b>Annual Deductible</b>			
Individual	\$250 a year	\$350 a year	\$100 increase
Family	\$750 a year	\$1050 a year	\$300 increase
<b>Annual Out-of-pocket Maximum</b>			
Individual	\$750 a year	\$1500 a year	\$750 increase
Employee + one family member	1500 a year	\$2250 a year	\$750 increase
Employee + two or more family members	\$2250 a year	\$3000 a year	\$750 increase
Urgent Care Co-pay	\$50 after deductible	\$50 (Deductible waived)	Modest Improvement
ER Co-pay (after deductible)	\$100	\$150	\$50 increase
Dental Prescription	Not Covered	Covered	Modest Improvement
Orthotics	\$200 Benefit Every 24 Months	\$200 Benefit Every Year. This is a modest improvement.	