Clinical Ladder Negotiation Update 4

We held our fourth negotiation session on the 16th. We had a lengthy break between sessions, and during that time we surveyed you to find out if the Medical Center’s proposal was adequate, and if staff would participate in such a program.

The answer we heard was a resounding No.

93% would NOT participate in either the proposed “Practice Development or Professional Development Track.”

We Told Administration:

♦ We reviewed your proposal.
♦ We have sought feedback of the membership.
♦ The members are clear, they are steadfastly opposed to the essential elimination of the program that has been successful to the promotion of educational attainment and recognition of excellence in nursing, such as Magnet, to this hospital.
♦ Although we are willing to continue to bargain and will continue to consider modifications that will make this program better, ONA can’t be a party to the evisceration of something that is this important to the members and the success of this facility.
♦ We look forward to a proposal that reflects those goals.

Administration was surprised at our response, and said they expected a counterproposal. We rejoined briefly after a break and then waited until 1:00 on their request, but were told later that they needed that time to prepare for our next session June 24.

Your team appreciates hearing your feedback, we read all of your survey responses and they guide our position at the table.
Why Become an ONA Member?

1. Membership in ONA actually SAVES you money. You receive
   - Automatic American Nurses Association (ANA) membership and access to ANA programs and benefits
   - Discounted CE credits at ONA Convention (saving up to $150 annually)
   - Access to ONA sponsored Continuing Education Unit (CEU) opportunities throughout the year including webinars and special conferences (saving you up to $500 annually)
   - Discounted American Nurses Credentialing Center (ANCC) Certifications (saving as much as $150 annually)
   - Free Legal Consulting Services (saving you potentially hundreds of dollars) including licensure issues and workers compensation
   - Newsletters – including the Oregon Nurse
   - Consumer discounts (saving potentially thousands of dollars each year), including:
     - California Casualty Auto & Home Insurance
     - Rip City Rewards (Portland Trail Blazers)
   - Get Away Today Vacations
   - Metlife Financial Planning Services
   - Umpqua Bank Mortgage Program
   - Made in Oregon Corporate Program

2. Members Give Us Power at the Bargaining Table
When management knows that all of the nurses at St. Vincent are speaking with one voice, through their democratically elected leadership, they listen. The higher our membership percentage, the more power we have. The more power we have, the more likely we’ll be able to make the changes that nurses at St. Vincent want, or to prevent unpopular take-aways such as the recent proposals to change our clinical ladder program.

3. Members Have a Voice at St. Vincent
Only members can assume local Bargaining Unit leadership positions and vote on contract ratification and other matters affecting nurses at St. Vincent.

4. Members Have Access to ONA Leadership Opportunities
ONA provides our members with a wide range of leadership development opportunities through ONA, including serving on any of our practice, ethics and policy cabinets, the ONA Board, the Economic and General Welfare Cabinet and so on.

5. Members Have Access to Professional Consultations
ONA’s Professional Services staff is available to all ONA members for direct, one-on-one consultation on a wide range of practice issues. These include individual consultations on questions related to scope of nursing practice, health, safety and ergonomics, design of the workplace environment and career counseling.

To find out more about how to become a full member, speak with a unit steward, officer or labor relations representative.

Where are the Contracts? We have finalized and signed the agreement. The printed contract has been ordered and we anticipate it will be delivered and distributed to ONA members and fair share payers by the middle of July. In the meantime, you can read it online at www.oregonrn.org on our bargaining unit web page.

Membership Drive
Movie tickets – sign up between now and September 1 and you can still get your two Regal movie tickets that we gave members and fair share payers for Nurses Week.

To obtain your movie tickets, contact Sally LaJoie at lajoie@oregonrn.org.
**Contract Trainings Coming Soon**

As part of our 2013 contract negotiations, we added a new benefit of paid training for nursing staff of 90 minutes on new or confusing topics in the contract.

We will be offering two 90 minute trainings. The same content will be presented, so you only need to attend one training.

**Come learn about:**

- Low Census
- Extended Unpaid Leave of Absence Criteria (non medical)
- Timecards and Kronos – how to make sure your pay and time records are accurate
- Staffing Law Requirements and Processes at St. Vincent
- Breaks and Meal Periods – legal requirements and the contract
- The Basics on Seniority and Job Bidding
- Disciplinary Meetings, Processes and Weingarten Rights
- Grievance Process and Progressive Discipline – what is discipline, coaching and a work plan?
- Bereavement Leave
- Membership Obligations at St. Vincent

Trainings will be held on July 9, 7:30 - 9:00 pm, and July 16, 7:30 - 9:00 a.m. in Souther Auditorium.

No need to sign up or RSVP, just come to a session.

If you have specific questions about a situation that are more complicated, please consider contacting us in advance so that we can answer your questions outside of the training.

---

**We are the Professional Nursing Care Committee (PNCC)**

_and we are looking at nursing practice issues and challenges you are facing._

**We meet the FIRST THURSDAY OF EACH MONTH,** from 8 – 10 a.m., in a conference room on the second floor near the cafeteria.

In these meetings, we share information, analyze practice issues, and deliberate on recommendations for improvement. The PNCC makes recommendations, when its process is concluding, to our CNO.

We are also collaboratively linked with PSVMC’s central partnership committee, the house-wide staffing committee, and other ongoing practice projects. Our role is to listen, recommend and follow up on issues that may not have been resolved or are particularly complex.

Our committee is part of the ONA contract, and you can read more about this group there.

We are also looking for a new member. If interested please contact Ann Ferris, PNCC Chair, Glenda Peters, Bargaining Unit President, or a PNCC member: Ann Murdock, Madeline McCarver, Jen Barr, John Nishan, Robin Firth or Angie Little.

---

**Grievances and Updates from Around the Hospital**

**Kym Lunsford and Janette Weatherford Grievances Advanced to Arbitration**

We did not prevail at our level three grievance meeting and have advanced this grievance to arbitration. In order for a grievance to be arbitrated, the ONA Cabinet on Economic and General Welfare must review and approve it to ensure it is an appropriate organizational expenditure. Your labor relations representative prepares and presents a memorandum including information relating to witnesses and evidence for its review. The request will be reviewed by the Cabinet this summer and assuming it is approved, arbitration will be scheduled as soon as possible.

Thank you to everyone who has taken our confidential survey. If you have not taken the survey, it is not too late. The survey is available online at [www.oregonrn.org](http://www.oregonrn.org) under your bargaining unit webpage.

To ensure confidentiality and validity of the responses, we are requiring the entry of both a password and survey code. However, it is easy to get these - request one from Melissa Tangedal at tangedal@oregonrn.org or 503.293.0011 ext. 323.
Grievances from Around the Hospital Continued from page 3

Prevention and Management of Assaultive Behavior Certification and Licensure Renewals

Two nurses were disciplined for not renewing their Prevention and Management of Assaultive Behavior (PMAB) Certificate. Despite their exemplary evaluations, explanations, and years of service and records, both were disciplined and cannot participate in Clinical Ladder for 12 months, or work extra/premium shifts for six months. Both nurses filed grievances asking these disciplinary actions be reduced to “coaching and counseling,” because the rule is new, unknown to many, unevenly applied, and doesn’t take into account the nurses exceptional service and circumstances that led to the failure to renew. We recently were denied the grievance at step 2 and will now move to step 3.

Seniority for Resource Nurses or Nurses who have held Resource Positions

If you are a resource nurse and are applying for another position, be sure that your seniority date is updated and accurate. Resource nurses earn seniority at a 1:3 ratio (One year seniority for every three years in a resource position). Many nurses moving between positions have not had their seniority updated. We are working on a solution to this problem, but it is complex. In the meantime, please keep this on your radar should you have moved between resource and full time equivalent (FTE) positions, or if you have held a resource position since 2010.

Neonatal Intensive Care Unit (NICU) and Emergency Department (ED) Workgroups

Both the NICU and ED workgroups have met over the last few months regarding their departmental reorganizations. We have been including updates via e-mail in joint Providence – ONA communications to the staff in those units, as well as updates on the ONA website. If you would like more information about this, please check the website, contact a unit steward, Angie Little (NICU), Sharyl Allender (NICU), Anna Vernon (ED), Tom Graham (ED), Sonda Martin (ED), or ONA staff Sally LaJoie or Pat Sheridan-Walker.

2014 Convention Was a Success!

Our ONA convention was filled with great learning opportunities, productive and in-depth discussions on labor and practice issues, and numerous opportunities for everyone to socialize and celebrate together!

At the House of Delegates, we had the honor of announcing the results of the 2014 ONA Statewide Elections, including introducing our incoming ONA Board of Directors President, Katy Cooper, RN, BSM, CCRM from Oregon Health and Science University (OHSU).

ONA would also like to thank special guest Governor John Kitzhaber for talking with us during the luncheon on Tuesday, May 21! He gave an insightful speech on the future of health care reform and took the time to answer questions our members had submitted by e-mail.

ONA presidents Katy Cooper and Steve Rooney alternated asking members’ questions after Gov. Kitzhaber’s address.

Stay tuned to the ONA website in the upcoming weeks for more recaps and updates from the convention, including photo galleries, session notes, full ONA election results and more. Please click here to read House of Delegates (HOD) Action Reports.