The nurses at Providence St. Vincent Medical Center have reached a tentative agreement. A majority of the nurses showed their support for the hardworking bargaining team over the 21 negotiation sessions. The ratification vote (to accept or deny this agreement) by Oregon Nurses Association members will take place at St. Vincent, all day March 18.

Highlights of the new contract include:

- **Wage increases as follows:**
  - 2.5% retroactive to January 1 (if contract is ratified March 18)
  - 1.5% on 1/1/15
  - Lump sum bonus of 0.5% of total gross pay, calculated from the 26 pay period preceding May 31, 2015

- **Differentials as follows:**
  - Float pool bonus $2000 for full time equivalent (any FTE) nurses in critical care and medical surgical float pools; pro-rated $500 or $250 for resource (intermittently employed) float pool nurses
  - Resource differential $3.90 in 2014 and $4 in 2015

- **Staffing Improvements as follows:**
  - New language creating unit-based staffing plans for ensuring rest and meal breaks
  - Equal representation on the housewide staffing committee
  - More transparency and access to meetings and information
  - 20-year exemption from standby/call in surgical services (it’s back!)

No changes to health care premiums, out of pocket maximums, or deductibles for 2014 and 2015.

Understanding your Low-census Factor

Having trouble understanding why you are being forced off again? Feel confused about how the low-census factor is being calculated?

You’re not alone. Doug Patnode, senior human resources consultant and low-census factor subject matter expert, will be joining us for a brown bag session open to nurses with questions about calculating their factor - April 3 from noon to 1 p.m. and April 7 from 8 to 9 a.m. Locations TBD.

**Brown Bag Sessions:**
- **April 3**
  - noon - 1 p.m.
  - Location: TBD

- **April 7**
  - 8 - 9 a.m.
  - Location: TBD
The Oregon Nurses Association Convention is an opportunity for nursing students, ONA members, ONA leadership and others in the nursing field throughout the state to come together and discuss the issues facing Oregon nurses.

Stability in the Storm
Nursing’s Role and Authority in a Changing Environment
ONA Convention & House of Delegates

May 20-21, 2014 in Wilsonville, OR

Nurses are facing a sea of change as a result of the Affordable Care Act (ACA). In Oregon, and as in states across the country, our health care environment is rapidly changing. While there is general agreement on the goals of providing affordable and accessible health care, the process of change is difficult and fraught with challenges. Varying opinions exist on how to best achieve the ACA’s goals.

During this transformation, many nurses face changes and challenges directly related to their practice. From safe nurse staffing levels, to scope of practice issues for nurse practitioners, to an attack on the labor movement across the country, the implications for nursing and nurses are great.

When looking at all of these factors, the sea of change can seem more like a storm. But in this storm, it is important to remember that regardless of the challenges we face, we nurses will continue to provide quality care. We will continue to be the heart of health care as the main contact with patients. We will continue to advocate for our patients on all levels. We will be a stabilizing force in the storm.

As we face this storm, it is important as nurses, to understand our authority and role in the changing environments. The more we understand where we stand as the world is changing around us, the more we can be proactive and work to guide the change to better serve our patients. The 2014 ONA Convention will focus on education and skill building sessions to equip nurses with the necessary tools to not only weather the storm, but navigate the treacherous waters and lead others to a better, healthier place.

Description
The ONA 2014 Convention and House of Delegates, titled “Stability in the Storm: Nursing’s Role and Authority in a Changing Environment,” will be held on May 20-21, 2014 at the Holiday Inn in Wilsonville, OR.

The first day, Tuesday, May 20, will be a Continuing Education Day with educational sessions developed to help nurses understand their roles, responsibilities, opportunities and authority in various clinical settings within the changing health care and labor environments.

The second day, Wednesday, May 21, will be the ONA House of Delegates.

Conference Objectives
- To assist participants in considering their role as a professional leader
- To provide participants with information that can be applied to situations in clinical practice
- To provide information on leadership roles, skills and opportunities
- To provide information about the health care, labor and political environment

To register or for more information, go to OregonRN.org

Continuing Education
Program is pending approval by Oregon Nurses Association, CEARP # 301.04.2014 for 6.0 continuing nursing education contact hours. ONA is an accredited provider approved by Cal BRN, Provider #15089.
Update on Advanced Scheduler Issues

Are you still having problems with Advance Scheduler? Most nurses we’ve heard from have been able to make it work for them, mainly through the process of having a “final review” prior to the posting of the schedule by the unit manager or assistant head nurse (AHN).

This is the process for balancing the schedule in terms of skill mix, days on in a row, and any last minute changes to the staff (medical leaves, and so on). If you are still experiencing issues of this nature, and your manager or AHN has not been able to rectify the situation, please contact your ONA unit representative or Lee Martin at Providence to help find a solution to your scheduling issue.

There are also monthly classes in how to use the Advance Scheduler that are primarily for new employees but may include resolutions and work-arounds that have been discovered since you were last oriented to the system:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Tuesday, March 25, 2014</td>
<td>1:30 - 2:30 p.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Thursday, April 17, 2014</td>
<td>8 - 9 a.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Tuesday, April 22, 2014</td>
<td>1:30 - 2:30 p.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Thursday, May 15, 2014</td>
<td>8 - 9 a.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Tuesday, May 20, 2014</td>
<td>1:30 - 2:30 p.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Thursday, June 12, 2014</td>
<td>8 - 9 a.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Tuesday, June 17, 2014</td>
<td>1:30 - 2:30 p.m.</td>
<td>PPMC 2L Trng Rm</td>
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<tr>
<td>Thursday, July 10, 2014</td>
<td>8 - 9 a.m.</td>
<td>PPMC Trn Rm B</td>
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<tr>
<td>Tuesday, July 15, 2014</td>
<td>1:30 - 2:30 p.m.</td>
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4G/4R Unit Reorganization

It was announced last month that as Judy Prins would be retiring from managing surgical unit 4G, Suzanne Frank would take over her duties, as well as managing the float pool and surgical unit 4R.

Whether this will result in a full unit merger for 4G/4R staff remains to be seen. Work groups are being formed with staff participation to glean best practices for patient care and staff satisfaction. Until the work groups have identified changes (if any) to be made on either unit, they will continue to operate as two distinct units under a common manager.

Maternity Unit Re-organization Update

As we reported in the last newsletter, the family maternity unit will be splitting into three distinct sub-units: labor and delivery, post-partum, and perinatal specialty care (PSCU). While there will be three distinct units, the idea is that each nurse will work in one area primarily but will be able to float or work in another unit when times are slow or busy and staff are needed in another part of the organization. Ideally this should mean less low census. This is very similar to what occurs at Providence St Vincent.

A reorganization workgroup has been convened to establish a transparent, fair and equitable process to assign staff to the reorganized units. The work group members are as follows:

- Julie Hanna
- Kimberly Jacobson
- Anita Dwyer
- Anne-Marie Lagasse
- Angela Weston
- Kelly Devore
- Rebecca Ivie
- Monica Gilman
- Traci Ryan
- Diane Brace
- Kaitlyn Bell
- Jane Wilson
- Karen Query (human resources (HR))
- Debbie Avakian (HR)
- Sarah Thompson (ONA)

For now the focus is trying to place every nurse currently working in the Maternity Unit into one of the new units based on preference, skills and seniority and honor their choice of shift.

There will actually be a fourth unit – a neonatal intensive care unit (NICU) but it will be its own distinct unit with its own manager. NICU nurses from St. Vincent’s are expected to fill many of the new PPMC NICU positions.

The new units are set to open in August 2014.
ONA Raises Question Over Use of Health Care Dollars on Corporate Sponsorships

The recent announcement by Providence Health & Services that it is committing an undisclosed amount of money over a 15-year period by purchasing naming rights of the former Jeld-Wen Field sports stadium in Portland should cause a serious examination of the use of health care dollars.

Oregon’s health care transformation is guided by the Triple Aim – improving the patient experience of care (including quality and satisfaction), improving the health of populations; and reducing the per capita cost of health care. How the expenditure of resources on TV advertising, or the naming rights to the Rose Garden or another stadium supports those goals is highly questionable. It is particularly objectionable when hospitals and health systems continually sound alarms about reduced revenues and make unwise decisions that affect patient care.

As more Oregonians access coverage and utilize our health care system, it is more urgent than ever to ensure that all expenditures by our health care institutions are warranted and that consumers receive not only good value but excellent care for each dollar providers spend. What additional quality measures and benchmarks could Providence meet by redirecting these dollars? There are many, including more robust staffing levels at the bedside in its acute care facilities.

Health care costs now account for nearly a fifth of the total U.S. economy. Pressures have been mounting on health care providers to justify expenditures while ensuring increased quality and access to care. Providence Health & Services has tasked itself with reducing its costs by over $200 million.

While the terms of their Providence Park agreement remain confidential, estimates suggest this deal alone could be in excess of $10 million. ONA considers this an enormous amount of misspent funds.

Important Update: Anti-Worker Measures Removed from 2014 Ballot

ONA is pleased to share some important, late-breaking news from the Keep Oregon Working campaign:

As a result of conversations brokered by Governor Kitzhaber, Initiative Petition 9—the anti-worker initiative—has been withdrawn by the chief petitioners. This was a measure supported by out of state corporate interests seeking to limit the power of unions and—indeed—threaten our very existence.

Additionally, several revenue initiatives were also withdrawn from consideration from the 2014 ballot.

The best news out of this deal is that nurses and other Oregon workers will not have to face a major, multi-million dollar attack from out-of-state corporate interests in 2014.

However, the fight for Oregon’s future is far from over. It’s critical that we remain vigilant about what’s happening to working families right now. While corporate profits and incomes for the top 1% are at all time highs, wages and incomes for working people have fallen since the end of the recession.

ONA will continue to highlight the importance of working families and advocate for ways to make Oregon’s economy more fair for everyone. We look forward to working with you on these shared priorities.