



# Bargaining News

## Update Number Two

Oregon Nurses Association (ONA) at Providence Triage Center  
(ProvRN)

March 7, 2013

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## Providence Supports Just Cause, but They also Proposed Eliminating Daily Overtime

Our second bargaining session was held March 7. Your ONA team made new proposals; one about staffing, one about scheduling your hours of work, and working remotely that we previewed in our first update back in February. ProvRN's bargaining team made an opening or counter offer on half of the articles for the contract that we proposed. *A summary is on the page two of this update.* Much of

what was discussed was not controversial. This is normal as the process goes better when less controversial issues are discussed first saving later sessions for proposals that are complex or are controversial with either the ProvRN team or with all of you. Two important high lights are discussed below proper cause and overtime. Our next session is on March 14.

### Inside This Issue

Other Proposals that were discussed and opening or counter proposals that we need from ProvRN that are still outstanding.



#### Proper Cause for Discipline

In our proposal about employment status, we asked that discipline, should it be necessary, would only happen for proper cause — a good reason. This is an important bed rock of any good contract. We were glad to see that ProvRN's opening proposal to us agreed to that right off the bat. Hopefully we can finish up on other issues around discipline and employment status at our next session and have a tentative agreement on this part of the contract.

#### Daily and Weekly Overtime

In our proposal about hours of work and overtime, we made clear that overtime is earned both after working 40 hours in a work week and for hours worked that come after or at the end of your regularly scheduled shift. ProvRN's opening proposal eliminates daily overtime making it so that you would only earn overtime after working 40 hours in a work week. This proposal gave us some concern. This is a worse standard then what we currently utilize at the Triage Center or any of Oregon Nurses Association's other contracts. We will counter and consider some of their other proposals that were made around hours of work, but we intend to be firm about keeping the current daily overtime arrangement.

**Half of you have already joined!  
Thanks for showing your support for bargaining by becoming a member.**

**If you need an application email Rob Nosse or see a member of the team. Dues are only \$35.87 a month.**

## Other Topics that were Discussed at Bargaining

### Per-diem (sometimes called on-call nurses)

We proposed that per-diem nurses must offer to work a minimum of four shifts in a scheduling period. This is a change from the current six. Two shifts need to include a night shift or weekend shift as a part of their availability, and they would also be expected to be available to work one holiday throughout the year.

ProvRN proposed that per-diem nurses offer to work a minimum of eight shifts in a scheduling period. We thought this was interesting and wanted any thoughts about this from all of you, especially per-diem nurses, before we take it up at the next session. In general, your team favors a lesser obligation to make being a per-diem nurse more attractive to potential applicants.

### Licensure

You all are required to be licensed in Oregon and Washington and other states are looming. ProvRN proposed that you need to be licensed where ever they are doing

business. This would mean more states then Oregon and Washington. While we understand where the employer is coming from, we will be reluctant to agree to that requirement if we do not work out who pays for all of the additional licenses. We want to make sure that any additional licensure cost including time to file and prepare is covered by ProvRN.

### Equity and Employment Opportunity

This provision of the contract asks ProvRN and ONA to commit to not discriminate based on gender, race, sexual orientation, and union membership. ProvRN agrees with this as well and we are likely to reach agreement about this provision of the contract at our next session.

### Holidays

ProvRN agreed with our proposal to keep the current six holidays as the recognized holidays. They also

**Thank you to everyone who took our wage survey.**

**We got a great response rate. (Only two more people need to take the survey). We hope to have a draft wage proposal for all of you to consider well before our April 7 session.**

agreed to pay time and a half for working on those days. They would not agree, at this time, to guaranteeing that a nurse could have Christmas off work every other year and if for some reason that cannot happen the nurse who worked a second Christmas in row involuntarily would be paid at double time.

We think a guarantee of every three years is reasonable. We will stick to our proposal and explore their concerns at our next session.

### Work Space and Equipment

ProvRN's proposal to us on work space and equipment was very similar to what we proposed. We should be able to reach an agreement with them on these issues.

## Proposals We Hope to Have at Our Next Session

ProvRN committed to having more counter or opening proposals for us at our next session. Elements of the contract that we need their initial thoughts about include:

Union membership; paid time off (both accrual and scheduling); association business; grievance procedure; professional develop-

ment and education; committees (both ProvRN ones and new association committees; seniority; job bidding; layoff process (should one ever be necessary); low call volume (go home early process); contracting out; term or length of contract; and all things wages.

*We might not see an opening*

*wage proposal from ProvRN until we share with them our thoughts about how to place everyone on the pay scale that we proposed.*

We might not hear back from them right away about our staffing and working remote proposals as they just received them from us and they will want to review them first.