

# Bargaining News

## Update Number Five

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

### Bargaining Team

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**Other proposals that  
were discussed at our  
recent bargaining  
session.**

**Special ProvRN nurse  
meeting that any  
ProvRN nurse may  
attend on May 13.**



## We Made Our Wage/Step Placement Proposal

*We hope to get a counter/opening economic proposal from  
the ProvRN team on May 9.*

On April 23 we made our opening wage proposal. While we proposed the Providence St. Vincent (St V)/ Providence Portland (PPMC) wage scale back in February, yesterday's proposal was about placing all 30 of us on that wage scale in way that honors our years of service to Providence and makes sure that those of us who have similar years of service to Providence are paid in a similar manner.

Our proposal takes into account the job description for ProvRN nurses that requires five years of acute care experience and also takes into account our years of service within any part of Providence's organization. For example, a nurse with five years of work history with Providence, we placed on the proposed wage scale at step 9. This placement assumes that the nurse would have started at step 5 and then progressed up the scale for each year of service so that at the start of her fifth year at ProvRN, she would be earning the wage at step 9 of the proposed wage scale.

The ProvRN management team listened politely, but asked very few questions and did not give any indication of their support or concern

	St V	PPMC	4%
Steps	2013	2014	2015
1	\$33.34	\$34.17	\$35.53
2	\$35.12	\$36.01	\$37.45
3	\$36.26	\$37.17	\$38.65
4	\$37.44	\$38.38	\$39.92
5	\$38.98	\$39.97	\$41.57
6	\$41.15	\$42.18	\$43.86
7	\$41.56	\$42.57	\$44.28
8	\$41.96	\$43.02	\$44.74
9	\$42.38	\$43.43	\$45.17
10	\$42.77	\$43.84	\$45.59
11	\$43.18	\$44.26	\$46.03
12	\$43.59	\$44.70	\$46.48
13	\$44.00	\$45.10	\$46.91
14	\$44.40	\$45.51	\$47.33
15	\$44.80	\$45.93	\$47.77
16	\$45.25	\$46.38	\$48.23
17	\$45.71	\$46.85	\$48.72
18	\$46.15	\$47.27	\$49.16
19	\$46.61	\$47.73	\$49.64
20	\$47.06	\$48.23	\$50.16
21	\$47.78	\$48.97	\$50.93
22	\$48.50	\$49.71	\$51.70
25	\$49.48	\$50.72	\$52.75
30	\$50.22	\$51.48	\$53.54

with our approach. We are hopeful that we will get a comprehensive proposal on all things economic from them at our next session.

## A Few Other Counter Proposals were Discussed - No New Tentative Agreements Reached

### Daily Overtime

One proposal that shows movement on the part of ProvRN was their offer that seems to maintain the current practice and put it in the contract is the allowance for daily overtime when your work exceeds your regularly scheduled shift. (In ProvRN's initial hours of work proposal they stated that they were proposing overtime upon working more than 40 hours in a work week.) We are reviewing their proposal and are hopeful that we can reach an agreement at our next session.

### Working from Home

No new proposals were made by ProvRN, but we learned that a mentioned new policy is still in the works, and it is further along than we were lead to believe at our bargaining session at the beginning of April. We believe our proposed contract language captures the appropriate criteria that a nurse should have to meet before she can work from home. We are unclear about the concerns of the ProvRN team other than Health Insurance Portability and Accountability Act (HIPAA) compliance which we believe our proposal now addresses. Once we get the policy from the ProvRN team, their concerns should be a lot clearer and the ability to bargain over this issue should be easier as well — we hope. At

this time it is still our intent to have language in the contract and not just reference a policy in the contract about working from home that would be subject to changes even in mid-contract.

### Staff Meetings

While we had a good discussion about this issue, the proposal from ProvRN that technically only clarifies their last proposal seems to be getting more restrictive. They still want us to attend 75 percent of the staff meetings though they clarified that 50 percent must be in person, 25 percent can be by conference call when that option is available and for the remaining 25 percent that are missed, a review of the minutes would be acceptable. Keep in mind the current standard is 50 percent and allows for attendance by conference call for many of these meetings.

### Per Diem Nurses

We offered a compromise proposal. We suggested that the current practice be maintained where per-diem nurses hired prior to February 2008 would only have to be available for four shifts and all nurses hired after that date would have to be offered six shifts (some of which must be evenings, weekends, or nights). Hopefully this compromise will be acceptable.

## Please Attend! All Nurse Bargaining and Strategy Meeting Monday, May 13 10 a.m. to 1 p.m. at ONA's Office in Tualatin.

Lunch to be provided.

This meeting will be a chance to check in our bargaining priorities and discuss how we can begin to bring the contract to a settlement in the next few months.

Please **RSVP with Rob Nosse** at [nosse@oregonrn.org](mailto:nosse@oregonrn.org) or at 971-235-9342 so we know how much food to order.