



Oregon Nurses Association
Bargaining Unit Newsletter

Providence Triage Service Center (ProvRN) Nursing News

March 17, 2014

ONA / ProvRN

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Providence St. Vincent Nurses Reach Tentative Agreement

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 January 1, 2015
 - Lump sum bonus of 0.5% of total gross pay, calculated from the 26 pay period preceding May 31, 2015

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

Staffing Committee Gets Started on New Master Schedule

The ProvRN staffing committee met as a group for the first time on Tuesday, March 11, 2014 to get started on their task per Article 14 D, page 25 in the contract.

Present at the meeting were Sandy Artamenko, director; Amy Barrett, manager;

Sarah Branch, charge nurse; Shari Gallagher, charge nurse; Deborah Gillis, staff nurse; Diane Simon, staff nurse; Sarah Thompson, ONA labor relations representative; and Tina Kaye, subject matter expert on the Erlang Staffing Model.

New Master Schedule (continued from Page 1)

Branch, Kaye, and Thompson will not be regular members of the committee.

The goal is to create a minimum staffing grid and a master schedule that covers peak hours of call volume more effectively, including evenings and weekends, holidays and nights. Nurses will be expected to be available to work “at least every other weekend”. The Service Center will accommodate a mix of 8, 9, 10, and 12-hour shifts. The

committee will use the Erlang Staffing Model to determine optimal staffing levels at any given time.

The work of the committee is expected to take several months and any changes to the current schedule will be communicated to staff well in advance of implementation, and bid on by seniority within the bargaining unit at least four weeks prior to the beginning of the scheduled period. The committee will meet weekly starting Tuesday, March 18.

Clarification of Common Contract Questions

This section is provided in response to some of the commonly asked questions at our recent contract trainings.

How do I sign up for automatic dues deduction?

ONA members may switch their membership/dues to an automatic payroll deduction (if that is their preference) by calling ONA Membership Services directly at 503-293-0011 or emailing labor relations representative Sarah Thompson at thompson@oregonrn.org.

When will I get my next raise?

Per Appendix A, Section I, page 46, a ProvRN nurse will move to the next step (e.g. from step 2 to step 3) on the appropriate pay scale (by date, we are currently on scale 2 from January 1, 2014. Scale 3 goes into effect July 1, 2014) on either the (one year) anniversary of his or her placement on that step or the completion of 1000 hours worked and compensated at that step, whichever event occurs later. This means that if you regularly work (or are compensated for with paid time off (PTO), and so on) at least a .5 full time equivalent (FTE) (20 hours per week), you will reach the hours requirement prior to your annual anniversary. If you work a .4 FTE (16 hours per week), you will pass your anniversary and reach your 1000 hours at 62 weeks, 10 weeks past your year anniversary, at which time you will advance to the next step on the scale.

How do I request PTO next year?

Per Article 5 E, page 8 of the contract, prior to January, the seniority list (which is posted outside the charge nurse area) will be divided evenly into two tiers. PTO preference scheduling (for prescheduled vacations) will take place in January for the period May 1 - April 30 the following year.

Year one (2015): the top seniority tier nurses will have first pick during the first two weeks of January. The second seniority tier nurses will have their pick for PTO the second 2 weeks of January.

Year two (2016): the second seniority tier gets first pick in the first two weeks of January, and tier one gets second pick.

For PTO requests submitted after January, preference will be given in order of request and will be approved or denied within four weeks of the date of request.

Other questions? Submit them to Sarah Thompson at Thompson@oregonrn.org

2014 ONA Convention

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

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.

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

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.

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