

October 25, 2013

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Time to Get Vaccinated Against the FLU

The Oregon Nurses Association (ONA) believes that all nurses and other health care workers should be vaccinated against seasonal influenza. Vaccination is a key method of protecting health care workers from influenza and helping to prevent the spread of influenza among patients and the public.

ONA encourages nurses to be vaccinated and is working to provide education to Oregon's nursing professionals and student nurses and assist them in making informed choices about receiving annual influenza vaccines.



Bargaining Update #3

We met on October 22 for a partial day, and again on October 24 for a short morning meeting. The majority of our proposals were rejected, and we received proposals on a few items. We have not yet received responses to a number of our proposals such as on a cap on low census, premium pay for mandatory standby hours, clarifications to the reduction in force process, or our economic proposals.

We meet again on October 28 and 30 and will send updates after those meetings. Please be sure we have your non-Providence e-mail address so that you receive updates. Send your e-mail address to addresschange@oregonrn.org.

PTO and Vacation. Our proposals to increase PTO and vacation after 15 and 20 years of service were rejected. The Medical Center would like to have the PTO system nurses (not vacation plan nurses), take a reduction of PTO accrual by one day per year to be consistent with the rest of the staff.

Rejected – Easter as Paid Holiday.

Rejected – EIT and Sick Cash Out after 20 years' service or retirement. Why?

- Nurses should be encouraged to use sick leave and stay home if they are sick

- Allowing a cash out could incentivize people coming to work when they are sick to bank their sick hours.

Rejected – Proposal that Nurses be Paid for a Missed Break.

Providence rejected our proposal that a nurse be paid for a missed break. (to read our proposal, visit your bargaining unit webpage). We asked why, and they told us:

- They are concerned this sends a message to nurses to just work through their breaks (which is unsafe), if they will get paid time and a half.
- The legal requirement is for an employee to be paid for a missed meal, but not a missed break, and they do not want to extend that to missed breaks.
- They do not think that paying people for a missed break is the right approach, and if more nurses were aware of the mechanisms available to them, and used those mechanisms, they would get their breaks.
- Many nurses do not take their breaks when offered, and say "now is not a good time."

(Continued on Page 2)

Bargaining Update #3 (continued from page 1)

We disagree with this response and believe that nurses who are required to work during a rest period to care for our patients should be paid just like a missed meal. The legal obligation to provide a rest period is the same as a meal period, and we should all be complying with the law for the safety of ourselves and our patients.

Rejected – Resource Nurses paid double time for Holidays Worked. They are not interested in paying resource two times their hourly rate for holidays worked (as are part time nurses on the vacation system), because they already receive time and a half.

Rejected – Article VII Proposals.

All our proposals which relate to transparency, sunseting of some old disciplinary actions, notification of *Weingarten* rights before a meeting begins, notice of changes to personnel files, and providing transparency and opportunity for review by a nurse when a manager writes up a nurses' statement and uses it in another action (disciplining a colleague, etc) were rejected.

You can read our proposals on the website, or a summary in excel format under **Negotiation Resource Center**.

We were told:

- It is not necessary to have nurses hear their *Weingarten* rights, they already seem to know this, and it should not be imposed on managers.
- Having nurses have a chance to review statements attributed to them would increase hoops to jump through in investigations, and managers are already trained in appropriate investigation techniques. This process would, overall, impede investigations.

We Reached an Agreement on Improvements to Floating Orientation and Guidelines. The new language broadens our current floating language

in Article 8 and specifies that nurses floating to a new unit would have more specific orientation before assuming patient care such as unit layout, supplies location, and essential protocols.

Rejected – Proposal for Sabbatical (Art IX).

The Medical Center said they are not interested in our proposal for sabbatical because it is too arduous and difficult to find coverage, there is an increased cost to replace the nurse, and it is difficult to find coverage for this long of a period.

More Discussions to be had on including the Nurse Staffing Law in Our Contract.

The hospital has no objection to educating nurses about the staffing law. However, they are concerned about putting the actual staffing law in our contract for a number of reasons. They do not want grievances to be filed due to numerous concerns, and prefer that the state enforce the law. We will be discussing this proposal more extensively in future sessions due to the consistent survey responses that staffing has changed, and significant concerns about patient care and our nursing practice.

Where to send us your feedback. If you would like to send feedback to the negotiating team, please e-mail us at APRNemail@gmail.com

Join the ProVRN Advice Line Nurses as they Picket to Gain a Good First Contract November 4, 2013



Providence is holding up a deal.
These nurses are under-paid and the unit is understaffed. We have made many compromises in order to get a contract that both sides could live with but to no avail.
Please Help Support this Brave Informational Picket — BE There.
Monday, November 4 — 3601 SW Murray Blvd
at the corner of SW Murray and SW Millikan Way in Beaverton
7-9 a.m. and again from 4-6 p.m.

If you are curious about the issues that are holding up the deal go to ONA's Website and check out ProVRN Bargaining. **This is an informational picket and not a strike.**
People will picket on their own time