Providence Cries Poor,—
Proposes Cuts to Overtime Pay and Extra Shift Differentials

As many of you may know, Providence claims to be suffering from a budget deficit due to an unforeseen change in the payer mix as a result of the Affordable Care Act. We know that may be a surprise to frontline staff, who have been doing more with less for 2-3 years now, and are feeling the effects of caring for a higher volume of patients who are sicker than ever and long overdue for medical care. High volume and acuity may also be a factor driving earlier retirement for senior nurses and a greater demand for part time or per diem employment.

Despite identifying a shared interest in nurse recruitment and retention, our Oregon Nurses Association (ONA)/Providence Portland (PPMC) bargaining team is very disappointed in what’s been proposed by administration thus far to make PPMC attractive to new hires as well as our seasoned nursing staff.

<table>
<thead>
<tr>
<th>ONA</th>
<th>Providence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit based scheduling</td>
<td>No</td>
</tr>
<tr>
<td>Dedicated paid time for HealthStreams</td>
<td>No</td>
</tr>
<tr>
<td>Overtime pay after 36 for all 12-hour nurses</td>
<td>No, overtime after 40 for everyone</td>
</tr>
<tr>
<td>Paid time off (PTO) cash out option</td>
<td>No</td>
</tr>
<tr>
<td>Lower health care deductible</td>
<td>No</td>
</tr>
<tr>
<td>Double time for missed meals</td>
<td>No</td>
</tr>
<tr>
<td>4.5%, 3.5%, new steps 23 and 24</td>
<td>1.5%, 1%, and no extra shift differential until after a nurse has worked 40 hours in a week</td>
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</tbody>
</table>

Needless to say, we can all think of ways to reduce costs or increase efficiencies that don’t result in cuts to staff pay and benefits. Let your bargaining team or unit steward know what’s most important to you!

What’s Going on with Care Management RNs?

After several months in negotiations over pay parity for our ACM nurses, we have put that issue on hold until later this month when we will revisit their wage rates as part of our regular contract negotiations.

Click here to let your care manager nurse know she is appreciated by signing the petition.

Our next negotiation dates are November 9, 17, and 29. Let us know if you are interested in joining us at the table as an observer!

Next ONA Meeting
Dec. 14
4 – 6 p.m.
HCC 8

Click here for the most recent ONA proposals
**ONA Leadership Opportunities**

Put Your Leadership into Action—Serve in an ONA Elected Position!

By deciding to run for an ONA statewide elected position, you make a choice to invest in your future and the future of nursing.

Whether serving on a committee, cabinet, or the board, ONA leaders have the capacity to influence public policy, professional nursing standards and the advancement of the association. In a leadership position, you will help ONA and the nursing profession remain strong.

### 2017 ONA Statewide Election Positions Open

- **Vice President/ANA Delegate**
- **Treasurer**
- **Director (4)**
- **Cabinet on Health Policy (4)**
- **Cabinet on Education (3)**
- **Cabinet on Nursing Practice & Research (2)**
- **Cabinet on Human Rights & Ethics (1)**
- **Cabinet on Economic & General Welfare (1)**
- **Nominating Committee (3)**
- **ANA Delegate Alternate (2)**
- **NFN Delegate (3)**

Jan. 20, 2017 is the deadline to self-announce candidacy for the statewide ONA elections.

If you are interested in running for one of the open leadership positions, please [complete the Talent Bank & Consent to Serve Form here](#).

For more information, please contact Kathy Gannett at 503-293-0011 or 800-634-3552 ext. 309.

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**Nominees must provide the nominations committee:**

- A completed [Consent to Serve (submitted here)](#)

A resume detailing work history as a RN and length of time as an ONA member in good standing (email the resume to [gannett@oregonrn.org](mailto:gannett@oregonrn.org))

Failure of a nominee to provide a completed and correct Consent to Serve by the deadline will result in the Nominating Committee excluding a nominee from the ballot. The Nominating Committee will timely provide the nominee written notice of its reasons for excluding the nominee from the ballot. The Nominating Committee’s exclusion may be appealed to the Elections Committee.

Any information you provide in the [Talent Bank and Consent to Serve Form](#) may be published in the ONA Candidates Information.