Your elected bargaining team was heartened to have two very productive days of interest-based problem solving in order to identify and commit to some common goals for our clinical ladder. Much of what was agreed to still needs to be developed and subsequent changes to the clinical ladder program and/or charter will be communicated to all nurses in writing and at town hall forums prior to any implementation. ONA bargaining unit nurses on the Clinical Ladder Board are pleased to retain their autonomy and structure while getting more assistance in developing and maintaining the program. New board members from nursing management are Michele Campbell (5K) and Chris Johnson (Emergency Room). Stay tuned for details as they are developed.

We have entered the next phase of contract negotiations, where both sides bundle together important articles as all-inclusive “packages” to test the resolve and priorities of each side. For example, we proposed to give up our proposal to have annual PTO cash out (for nurses who were unable to spend down their accrued time off) in exchange for having unit based scheduling, no change to incentive shift or overtime policies, having a way to get off the “factor” system for Mandatory Days Off (MDO), etc. When management said no to that all-inclusive package, the PTO cash out automatically goes back on the table as if it never left. This way, each bargaining team can gain insight into what matters to whom, and how much. The following issues are still on the table:

- **Article 5**, PTO (change request dates, PTO cash out)
- **Article 8** (hours of work/overtime)
- **Article 9** (scheduling)
- **Article 10**, Floating (how to address being floated to an area you may not feel competent in)
- **Article 12**, Employment Status (progressive discipline)
- **Article 15**, Health Benefits (employer contributions/ deductible)
- **Article 16**, Pension (employer contribution)
- **Article 20**, Education (paid time for HealthStream)
- **Article 22**, Seniority (job bidding)
- **Article 24**, Low Census (call off order, circumventing the factor system)
- **Appendix A** (wages, extra shift differential)
- **Appendix B** (standby pay and policy)
- **Appendix D** (health benefits, explained)

Come and let us know what’s most important to you:

Feb. 8, 2017, 4-8 P.M. in HCC 8
Providence Portland Medical Center

Nurses at PPMC Stand Together!

SAVE THE DATE: 2017 ONA NURSE LOBBY DAY

February 14, 2017 • Salem, OR

ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and meet with your legislators.

Hundreds of nurses will rally at the Oregon State Capitol in Salem on Tuesday, Feb. 14, 2017 to advocate for our patients and advance Oregon nurses’ practice.

It’s vital that we have nurses represented in the key decisions that are made about our priorities and key bills that will come up in the 2017 session.

Early registration for ONA members is now open.

Visit www.OregonRN.org for more information and registration.