WE REACHED A TENTATIVE AGREEMENT!
YOUR BARGAINING TEAM IS RECOMMENDING A YES VOTE!

HIGHLIGHTS INCLUDE

- A 2 percent raise for all the steps and a 0.4 percent bonus in the first year.
- A 2.5 percent raise for all the steps in the second year.
- Increase in evening, night, weekend and intermittently employed differentials.
- A much improved layoff process.
- A way to deal with unit mergers and restructures within Providence Home Services and with units that may come to us from other ONA represented Providence facilities.
- Job rights at other ONA represented Providence facilities where there are opening if we experience layoffs and the applicant is qualified.
- No change in bereavement leave.
- Because of the low census that nurses experience there will be no change in our paid time off (PTO) accrual for both years of the contract.
- We did end up agreeing to all the changes that Providence wanted to our health, dental, and vision benefits. We were not able to gain any of the improvements we were seeking. But, nurses will NOT pay the working spouse surcharge until plan year 2014.

RATIFICATION VOTE DECEMBER 12

Come get your questions answered and vote. We will also have information about what is being planned for open enrollment if the tentative agreement is ratified. A summary of the agreement is included in this update. An actual copy of the agreement will be available for you to review at the vote and maybe sooner on our web page.

You MUST be an ONA member in good standing to be eligible to vote. If you are not yet a full member you can join and vote the day of the vote by filling out a membership application.

ABSENTEE BALLOTS AVAILABLE
If you cannot vote on site but want to vote, you must request an absentee ballot ASAP by contacting Melissa Tangedal at tangedal@oregonrn.org or by calling the ONA office at 503-293-0011. Deadline for submitting absentee ballots is 4:30 p.m., December 12. The reason for the rush is so Providence can begin the open enrollment process.
**Article 1 Recognition and Membership:**
Clean-up to definition of full-time RNs. This is to show that RNs who work 12-hour shifts are considered full-time if they work 36 hour per week.

**Article 2 Equality of Employment Opportunity:**
No change

**Article 3 PTO:**
Because of the low census that nurses incur, we kept out PTO accrual the same as it is now for both years of the contract.
Language that does not require nurses to replace themselves on the schedule once PTO has been approved (to include weekends).
Management will give a written response to PTO requests within two weeks.

**Article 4 Extended Illness Time:** No change

**Article 5 Hours of Work:**
Nurses maintain the current right to earn overtime after eight hours in a day.
Language that allows for the combination of breaks.
Deleted the old language in section K dealing with working different shifts. This language was put in the contract in 2009 to address a temporary evening shift staffing problem and is no longer needed.

**Article 6 Employment Status:** No change

**Article 7 Leaves of Absence:**
New language that allows part time nurses who are NOT covered under Family Medical Leave Act (FMLA)/Oregon Family Leave Act (OFILA) to be eligible to take up to six months off (not intermittently) for their own serious health condition (employee only, not family members). During this time off Providence will continue health benefits as long as the nurse has PTO/Earned illness time (EIT) to use and nurses utilizing this leave will not be guaranteed reinstatement to the same position.
We maintain our current bereavement leave rights.

**Article 8 Health and Welfare, and Appendix C (Health Benefits):**
We ended up accepting the health plan design as proposed by Providence, however we were able to delay the implementation of the spousal surcharge for one year.
Nurses will be expected to complete a bio-metric screen and designate a primary care provider by the due date of January 31, 2013 if they have not already done so in 2012.
In 2014, Providence cannot make any changes to the benefits with regard to net deductible and contributions, out of pocket maximums, and the spousal surcharge (which will be the only permitted surcharge). Nor can they create some new significant never before contemplated fee with regard to benefits.

**Article 9 Pensions:** No change

**Article 10 Association Business:** No change

**Article 11 No Strike:** No change

**Article 12 Grievance Procedure:** No change

**Article 13 Professional Development:**
Language changes regarding evaluations – only RN supervisors can evaluate RNs, removal of peer review (to avoid unproven “heresay” from appearing on evaluations) and departmental goals will not impact a nurse’s eligibility to advance on the clinical ladder.
Use of the educational leave will not negatively impact nurses’ productivity.
Language that allows for paid time away from patient care duties to complete Healthstreams.

**Article 14 Professional Nursing Care Committee (PNCC):**
Increased the committee size from four (current language) to six nurses.

(Continued on page 3)
### Summary of Tentative Agreement (continued from page 2)

<table>
<thead>
<tr>
<th>Article 15 Seniority:</th>
<th>Article 20 Nursing Care Delivery: No change</th>
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<tr>
<td>Extended seniority rights to nurses who have been laid off from six months (current language) to 12 months</td>
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<th>Article 16 Reduction in Force &amp; New Articles:</th>
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<td>We gained a much improved layoff process. Senior nurses will have more meaningful opportunities if layoff occurs. An initially displaced nurse will have the option to choose severance pay and forgo the layoff process. Severance will be paid based on 75 percent of his or her salary plus the ability to have paid benefits for a minimum of four weeks, maximum of 26 weeks based on years of service. If there are layoffs at Providence Home Services and there is an open position at another ONA represented Providence facility that no nurse at that location wants, a Providence Home Services nurse could have that job provided he/she is qualified and has a good employee record (defined as no discipline and/or overall evaluation of needs improvement for at least two years). The one catch is that we have to get other ONA represented facilities within Providence to bargain something similar into their contracts. Then this becomes reciprocal and can actually be activated. If nurses have their units moved or merged with other units either at Providence Home Services or with other units at different ONA represented Providence facilities there will be a clear process for calculating seniority, conducting job bidding, and wage determination will occur that is consistent every time. Similar to what we worked out on hiring nurses from other facilities, this process will work best if other ONA represented facilities within Providence bargain something similar into their contracts</td>
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<th>Article 17 Separability:</th>
<th>Article 21 Task Force:</th>
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<td>No change</td>
<td>Removed the language that stated that Task Force meetings would replace PNCC meetings</td>
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| Article 18 Successors: | |
|-----------------------| No change |

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<th>Article 19 Duration &amp; Termination:</th>
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<td>A two-year contract</td>
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<th>Appendix A:</th>
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<tr>
<td>A 2 percent raise for all the steps and a 0.4 percent bonus in the first year</td>
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<td>A 2.5 percent raise for all the steps in the second year</td>
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<tr>
<td>Increased evening shift differential to $2.95 per hour</td>
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<td>Increased night shift differential to $5.60 in 2013 and $5.70 in 2014</td>
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<tr>
<td>Increased weekend differential to $1.25 per hour</td>
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<tr>
<td>Increased intermittently employed differential (pay in lieu of benefits) to $3.50 per hour</td>
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<td>Modified the language in section M #7 (extra shift differential) so that if a regular nurse changes to intermittently employed status they will not be eligible for extra shift premium for 26 pay periods (this was in response to management’s proposal to significantly limit the use of the extra shift differential and to appease their concerns that regular nurses would change their FTE status solely to take advantage of the extra shift differential).</td>
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<td>Modified language in section N to allow for nurses to receive the preceptor training differential even if they have not taken the preceptor training course.</td>
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<th>Appendix B:</th>
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<td>Increased the certification differential to $2.00 per hour</td>
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<td>Increased the clinical ladder pay for level II to $1.60 per hour, level III to $2.95 per hour, and level IV to $4.55</td>
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ONA's 2012 Food and Severe Weather Clothing Drive - Can You Help?
ONA is collecting food and cold weather provisions for those in need. Here is what is needed and how you can help: Non-perishable food items, blankets, coats, gloves, hats, scarves, socks & footwear. Bring your donations to the second floor. Thank you for your generosity!

Oregon Nurses Make a Difference
2013 Nurse Lobby Day
ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and to meet with your legislators.

Tuesday, February 19, 2013
Location: Micah Building, 680 State Street, Salem, Oregon
Time: 8:00 am to 5:00 pm
Schedule: 8:00 am-9:00 am: Check-in and refreshments
           Morning Session: Lobby training and issue briefings
           Afternoon Session: Lobby visits with legislators
           Lunch and snacks provided.
           Questions? E-mail baker@oregonrn.org

Visit www.OregonRN.org and click on “Nurse Lobby Day” to register

Oregon Nurses Foundation
The Oregon Nurses Foundation (ONF) has a new look, a new mission and a new vision for the future of nursing in Oregon. ONF is a 501c3 charitable Foundation with a mission to advance and promote the profession of nursing in Oregon through scholarships, workforce development and training and nursing retention.

As 2012 comes to a close, we are asking nurses across the state to make a charitable donation to the Foundation to help us start the new year with new vitality and strength! YOUR generous gift can help provide new scholarships to nursing students wanting to enter the profession, can help fund training and CE programs for nurses who need new skills to adapt the changes in health care, and provide essential services that will keep nurses facing personal and professional challenges in the profession.

Our goal? To raise $50,000 by the beginning of 2013! Your role? Make a tax-deductible donation to the Oregon Nurses Foundation today!

Together, we can make a difference for the future of nursing!

Get more information online at OregonRN.org or by calling the Foundation at 503.293.0011.

How Can You Donate?
1) Send a check, made payable to “Oregon Nurses Foundation” to 18765 SW Boones Ferry Road, Suite 200, Tualatin, OR 97062
2) Visit the ONF page online at OregonRN.org
3) Donate securely online at our RALLY fundraising page at rally.org/onaflaungh