ST. VINCENT 2011: THE YEAR IN REVIEW

105,000 Oregon children that now have health insurance coverage because of Oregon Nurses Association (ONA) priority Legislation

293 Number of nurses and students that attended Nurse Lobby Day in February

32 Number of ONA nurses who testified before Legislative Committees for priority bills

156 Average hours spent by each member of your ONA negotiating team in 2011

$81,665,250 Total profit for St. Vincent in 2010 including investment income (after charity care)

11.29% Total St. Vincent profit margin above expenses for 2010

1.5 and 1 Percentage raises offered by Providence for 2012 and 2013

2.5 and 2 Percentage raises won in final contract for 2012 and 2013

33% Raise given Providence’s Health Plan CEO in 2010

5.6% Profit margin for Providence Health Plan in 2010

179,788 Number of members in Providence Health Plan

5 Number of negotiation sessions held for health insurance benefits

5 Number of health negotiations in which Providence made identical “offer”

2 Number of months stand alone health insurance negotiations continued

8 Number of negotiation sessions held for primary contract

3 Number of months primary contract negotiations continued

714 Average number of hours donated by each of your officers in 2011

11 Number of staffing request and documentation forms (SRDF) filed with ONA

3 Number of units from which SRDF forms originated (ICU, 5E, 6E)

9 Number of SRDF forms filed in 2009 and 2010

1439 Number of ONA-represented RNs at St. Vincent

687 Number of ONA members at St. Vincent

70 Number of new members at St. Vincent in 2011

48 Percentage of RNs at St. Vincent that are ONA members

9085 Number of ONA members statewide

$12,000 Amount of severance offered to Oregon PHS administrators under “early retirement” program in December 2011 (net)

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| **ST. VINCENT 2011: THE YEAR IN REVIEW** | **13** Number of weeks’ pay offered Oregon Providence administrators under “early retirement” program in December 2011 (in addition to $12,000 payment)  
**4-24** Number of weeks’ pay all non-represented (non ONA) Providence employees get in the event of a layoff (PHS Policy 306)  
**$0** Amount St. Vincent’s management agreed to pay nurses in the event of a layoff or reduction in force  
**2008** Year Steward Council formed  
**33** Number of unit Stewards  
**9** Number of Stewards that received Advanced Steward Training in 2011  
**25** Number of Grievances filed in 2011  
**31** Number of Grievances filed in 2010  
**15** Number of Grievances resolved/settled  
**10** Number of Grievances resolved/settled in nurse’s favor  
**3** Number of Grievances filed over terminations  
**2** Number of nurses who were injured, requested eight-hour shifts and were told they no longer have a position as RN in unit (known)  
**10** Number of Grievances filed challenging a discipline  
**2** Number of Grievances filed over scheduling/vacation  
**3** Number of Grievances filed over licensure renewals  
**3** Number of Grievances filed over Low Census  
**0** Number of Grievances in which arbitration was requested  
**10** Number of Grievances still pending  
**1** Number of minutes manager disciplined L & D nurse for being tardy after nurses were told in negotiations that this is not a problem at St. Vincent  
**10** Estimated number of hours expended by managers and Human Resources staff to discipline nurse for 1-minute tardy occurrence  
**6** Number of nurses on your Professional Nursing Care Committee (PNCC)  
**10** Number of PNCC meetings held in 2011  
**257** Number of nurses on Clinical Ladder in 2009  
**270** Number of nurses on Clinical Ladder in 2010  
**243** Number of nurses on Clinical Ladder in 2011  
**21** Number of Nurses on Clinical Ladder I (down 7 from 2010)  
**54** Number of Nurses on Clinical Ladder 2 (up 10 from 2010)  
**104** Number of Nurses on Clinical Ladder 3 (up 6 from 2010)  
**64** Number of Nurses on Clinical Ladder 4 (down 36 from 2010)  
**6** Number of months until Clinical Ladder program will be in negotiations  
**4** Number of nursing units visited by Dr. Neff or Human Resources groups for Special Healthy Work Environment “Assessments” (Critical Care, 6E, NICU, L & D)  
**16** Number of nurses that were granted their vacation day request as a result of L & D nurses signing a petition and filing a grievance over the change  
**57** Number of L & D nurses that signed the petition to stop the change to vacation allotments  
**4** Number of times St. Vincent has been granted Magnet Hospital Status  

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18765 SW Boones Ferry Road, Suite 200 Tualatin, OR 97062 — 503-293-0011 — www.oregonrn.org
Want to Know How to Get on the Clinical Ladder or Learn More About it?

Your Clinical Ladder Board will be hosting Informational Sessions on January 25.

Members of the Clinical Ladder Board will be available to answer questions and help you get started.

For more information, contact Kathy Keane at Kathleen.keane@providence.org. The Clinical Ladder program is part of your negotiated contract as well as PSVMC policies. You can read more on page 58 of your contract or in the Clinical Ladder policy on the intranet. The deadline to submit materials is February 20 and the Board will review packets on March 5.

Informational Sessions
January 25
between 7 a.m. – 11 a.m.
Souther Auditorium
**Action Alert: Support ONA’s Position on Influenza Vaccines for Nurses and Health Care Workers**

We need YOUR help working with Oregon’s policy makers to create a statewide influenza vaccination policy that protects you, your patients and your privacy.

ONA believes that all nurses and other healthcare professionals should be vaccinated against seasonal influenza. However, ONA strongly opposes requiring influenza vaccinations of nurses and other health care workers as a condition of employment.

Nurses across the state have seen a variety of policies implemented by health care facilities in an attempt to stop the spread of influenza. As Oregon’s largest group of healthcare professionals, nurses have seen and experienced the best and worst of these policies, including mandatory masking, as a condition of employment, for those who choose not to get vaccinated. ONA is striving to propose an evidence-based, common sense approach to protect health care workers and patients while protecting the privacy of all employees’ health records.

We believe education and access to vaccinations, when combined with other methods to prevent influenza transmission, are sufficient and effective in protecting patients and healthcare professionals.

**Contact your legislator in support of ONA’s position TODAY!**

Go to [www.oregonrn.org](http://www.oregonrn.org) and click on “flu vaccine action center” to learn more and to email your legislators. If you’d like to get involved with ONA’s effort to promote vaccination education and accessibility, please contact Jenn Baker at 503.293.0011 or by email at baker@oregonrn.org.

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**December 2011 St. Vincent Steward Election Results**

The votes have been tallied and the results for the Providence St. Vincent Stewards’ Election are in! We now have thirty three Stewards representing 16 units.

Unit Stewards are the first line of response to nurses on questions, disputes and issues of concern in work-related matters. They receive training on contract issues, how to resolve issues prior to filing a grievance and if unsuccessful, how to file a grievance, and how to direct you to the right resources.

<table>
<thead>
<tr>
<th>5E:</th>
<th>7E:</th>
<th>MPU:</th>
<th>Post-partum (cross trained L &amp; D):</th>
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</thead>
<tbody>
<tr>
<td>John Smeltzer</td>
<td>Sally Lovett</td>
<td>Joan Alfano</td>
<td>Linnea Smith</td>
</tr>
<tr>
<td>6W:</td>
<td>7W:</td>
<td>Labor and Delivery:</td>
<td>Out-patient Eye:</td>
</tr>
<tr>
<td>Steve Moyer</td>
<td>Cathy Giesa &amp; Ann Ferris</td>
<td>Dani Tanzella</td>
<td>Robin Firth</td>
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Thank you to all the nurses willing to serve in this important role!

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**ONA’s 2012 Annual Convention**

**A Higher Profile: Increasing Professional Visibility For Nurses**, will be held at the Hood River Inn in Hood River, Oregon April 12 - 14, 2012.

**April 12, Union Education Day**

**April 13, Nursing Education Day**

**April 14, House of Delegates**


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**What is this:** ONA’s QR code. A QR code (abbreviated from Quick Response code) is a type of matrix barcode (or two-dimensional code) that you use with your smartphone.

**How to Use:** With a QR code reader app on your smartphone, take a picture or scan the QR code to open the ONA website in your phone’s web browser. Many smartphones come with the app pre-installed, but others will have to download a QR code reader app.
NEW ONA Auto and Home Insurance, exclusive nurse benefits and special rates

The Oregon Nurses Association (ONA) is pleased to announce a new benefit that is now available to ONA Members – California Casualty Auto and Home Insurance.

ONA chose California Casualty because of their 60 years of experience insuring association members, unique nurse coverage offerings, financial stability, exceptional customer service and solid reputation with other associations throughout the country.

Here are answers to five commonly asked questions from California Casualty:

1. **If You've Been Around for Almost 100 Years, Why Haven't I Heard of You?**
   It's true—we've been around for nearly a century, but out of the spotlight. Our auto and home products are only available to nurses, educators, firefighters and peace officers. California Casualty promotes our coverage exclusively through these groups' various professional associations.

2. **Do you have local representatives?** Yes. OHSU's ONA California Casualty contact is: Sherry Hanacek, shanacek@calcas.com. Contact her for more information or call: 1-877-626-2871 for a quote. We have local claims representatives too.

3. **What Can You Offer Me That I Can't Get from Other Insurance Companies?**
   We're big on customer service and with 99% customer satisfaction, it shows. We take the time to listen to our customers, we get to know them, and we tailor our products to their unique needs. California Casualty offers exclusive benefits such as free ID theft protection, skip payments options and deductible waivers—plus more benefits not offered by other insurance companies at any price.

4. **What Kind of Discounts Can I Get?**
   California Casualty offers many generous discounts. In addition to savings that come from affinity associations, discounts are available for multiple policies, persistency, good student, mature driver and more.

5. **Do I Need to Wait Until My Current Policy Expires Before I Switch?**
   Absolutely not. You have the right to switch whenever you want. By law, your current provider must give you a prompt refund of any unused premium you've already paid. The sooner you switch the sooner you'll begin enjoying the savings, benefits and peace of mind that comes with preferred protection from California Casualty.

Insurance Available at Generous Group Discount: Auto: Home, Condo, Motorcycle, Renters, Rental Property, RV, Boat, Trailer, Umbrella, Snowmobile, Flood, Earthquake and Pet Insurance

Call 1-877-626-2871
www.calcas.com/shanacek