Please Welcome Our New Chair Carly Deweese!

"I am looking forward to serving you by practicing justice, fairness and humble service"

On Wednesday, Sept. 2, 2020 our ONA/ Providence Home Health and Hospice (PHHH) officer team met to discuss the vacancy of the chairperson role that Pamela Bacon was serving up until late June 2020.

According to the ONA/ PHHH bylaws, the Vice Chair should step up into the Chair position when it is vacated. Therefore, Carlinda “Carly” Deweese is the new Chair! Carly graciously accepted this new position. According to the bylaws, the Chair performs these tasks:

6.1.4 Responsibilities-

6.1.4.1 CHAIRPERSON-
6.1.4.1.1 Conduct and supervise the affairs of AHHHN-ONA in accordance with these Bylaws;

6.1.4.1.2 Serve as an ex-officio member of all AHHHN-ONA committees;
6.1.4.1.3 Appoint special committees and their members with the approval of the Executive Committee;
6.1.4.1.4 Fill vacancies that occur on committees with the approval of the executive committee until the next regular election;
6.1.4.1.5 In conjunction with the Treasurer, disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of AHHHN-ONA, which have been properly incurred as provided herein;
6.1.4.1.6 Enforce these Bylaws and ensure that all officers perform their respective duties.

Please take a moment to thank Pamela Bacon for serving in this role, and for Carly Deweese being willing to step up into it!
Open Grievances

Mental Health

The Mental Health nurses filed a grievance on Feb. 18, 2020 over these issues:

“The Mental Health Nurse job description changed to a general Contract Home Health Nurse job description without notification to ONA. In addition, the mental health nurses lost their mental health nurse clinical supervisor. Lastly, the mental health nurses lost a consulting psychiatric nurse practitioner/psychiatrist to confer with.”

We met on this issue in February. The grievance was held in abeyance (frozen) due to COVID-19. We received a step one denial on Aug. 14. We are currently in the middle of scheduling the step two grievance meeting.

Hospice Access Low Census

The Hospice Access nurses filed a grievance on Feb. 22 over this main issue:

Hospice Access Nurses were called off shift without two hours-notice. In some cases, nurses were permitted to start their shift and then called off without being paid 4-hour minimum. In some instances, nurses felt pressured to accept voluntary low census when it was involuntary.

In addition, we had an interim COVID-19 agreement that kept nurses whole in their pay between April 3 to April 30, so we are asking that all their low censused hours be replaced with or by PTO or pay, depending on whether the nurses used PTO to keep themselves whole during that time.

We met with Mary Howard in HR and Maria Champoux, Access Supervisor on Aug. 5.

We received this response from administration (in part) on Aug. 14:

“During the grievance hearing held on August 5, 2020, you and your ONA representative provided information relating to your grievance. After careful review of the facts and your concerns, as well as the additional information you provided, I do agree there is a violation of contract.

Upon review of the policy and all applicable details, there were times that we called you with less than two hours before your start time. We do believe this is a violation and as a result, will be granting the request for all offenses discussed during the hearing. If the nurse used their PTO, the PTO hours will be restored to their PTO bank of time. If the nurse took the hours as unpaid, they will be monetarily compensated.

In response to nurses feeling pressured to accept voluntary low census, going forward: if the department is unable to utilize the nurse and this is identified less than two hours prior to the start of the shift, the department will keep the nurse on the schedule to be available for work during the first four hours of their shift.”

We are currently going over what that settlement looks like, as there are 31 nurses affected, many multiple times.

Per Diem Differential

Three per diem hospice nurses filed a grievance on Aug. 6 regarding their per diem differential. This differential is in lieu of PTO, EIT/STDi, and medical insurance. The differential is $4.00 per hour worked.

While administration did agree to pay these three nurses back to when our contract was ratified on June 28, 2019, that was not enough to satisfy the nurses. We are asking for backpay going back for at least six years.

We met with administration on Aug. 24. We should be receiving a response by Sept. 4.