PHHH Nurses Come Together
To Have A Voice In Significant Changes

On Thursday, Jan. 14, PHHH nurses attended a bargaining unit meeting on Zoom to discuss three important issues:

2. The new home health productivity grid and
3. The hospice staffing issues.

75 nurses participated, which is the highest number of nurse turnout at any PHHH meeting!
Nurses expressed their frustration at administration for not accepting all of our language in our proposed agreement, especially when it came to them not agreeing to all of our education related proposals. Many nurses voiced that they need to pay for all education required, period. When we brought up that management wants all nurses on teams 1 and 2 to be Washington licensed so they can be the replacement staff for WA based nurses on weekends and holidays, some nurses on these teams expressed they had never heard of this.

We will be sending a counterproposal back to management on the agreement by Friday, Jan. 22. The final tentative agreement will be sent to the members for a vote. You must be a full dues paying member to be eligible to vote.

Several home health nurses came together in this meeting to voice their anger and concern at management for implementing a new productivity grid without having any frontline nurses voices involved. Currently, productivity is already difficulty to meet, even for nurses with more condensed territories. The increased expectations will cause nurses to work more overtime, have more missed breaks, will rush patient care, cause higher stress and have more negative consequences.

In December, our ONA labor rep and officers told administration that any proposed changes have to go to the Professional Nurse Care Committee (PNCC) per Article 14 (sections A and F) in the contract.

Last week, administration did acknowledge this was stated by us but said they didn’t believe they had to send this to the PNCC. We beg to differ.

We filed an association grievance on Jan. 19. Please keep a close eye on your email for next steps. In the meantime, please let your manager know if your assignment is unsafe.

IN SUMMARY: What remains clear is that all of these issues have the same deeply rooted problem. Providence is looking out for their bottom line over nurse and patient safety. This perfectly ties into the Protect People Not Profits campaign that we have had going for several months now regarding a covid agreement that is competitive with the community standard that Kaiser and OHSU workers helped establish.

Back on Dec. 16, we announced that Joy Choy, westside palliative care nurse, was running for the vice chair position. She ran unopposed for 30 days. What does the vice chair do? Per the bylaws, they perform these duties:

6.1.4.2 VICE-CHAIR

- 6.1.4.2.1 Assist the Chairperson in the discharge of all duties;
- 6.1.4.2.2 Perform such other duties and render such assistance as may be directed by the Chairperson;
- 6.1.4.2.3 In case of the Chairperson’s absence, the Vice-Chair shall perform the duties of the Chairperson;
Joy Choy is Our New Vice Chair  
(continued from page 2)

- and 6.1.4.2.4 Should the Chairperson’s position be vacated; the Vice-Chair shall serve as the Chairperson until the next election.

Joy has asked that we consider her to be in training while she learns this role.

Please take a moment to thank Joy for stepping up and congratulate her on her new role!

Big Grievance Win!

Last August, a group of per diem nurses came together to file a grievance regarding not receiving their per diem differential for several years. Human Resources had given them the differential over the previous months but there was a dispute about how much backpay they should receive—they only wanted to go back one year.

After several meetings and three steps of the grievance procedure, we finally got an offer that fully satisfied the remedy of the grievance to pay all the backpay from when the issue first started, which was in some cases more than eight years ago.

One of the affected grievants, Hospice RN Cindy Nix, stated:

“In the Spring, I noticed that I wasn’t getting my per diem differential. I contacted HR to report the discrepancy, as well as to find out if there were other team members who were similarly affected. The differential going forward was rectified, but not the backpay. I contacted our union officer Michael Port. He and our labor rep attempted to resolve the issue without filing a grievance but eventually had to file due to only being promised up to a year’s worth of backpay. We faced many months of being told no. It was quite a ride, but after much persistence they finally agreed to pay all of the backpay. This went back eight years for me. It is a significant sum of money for my family and I am so very grateful! I am thankful that Providence eventually did what was right and fair. I know that this issue would likely never have been resolved, to my satisfaction, without having such a strong union behind me.”

The comprehensive sum for the group exceeded $50,000, which is a significant settlement to reach prior to going to arbitration, which is the final step of the grievance procedure.

One issue that could have caused us to not be successful was the timeliness of the case. The grievance procedure states that grievances need to be filed within 21 days of being aware of the issue. Discipline and discharge issues need to be filed within 14 days. For more information on how the grievance procedure works, see article 12 in the contract.

PNCC Minutes – Jan. 14, 2021

Washington Rollout

- Washington Rollout PowerPoint by Pam Bacon
  - CareXM will be used for calls
  - PNCC Action: Request in writing: Access Nurses will not need Washington license?

New Supervisor Structure

- Nurses supervised by non-nursing clinicians; these non-nursing (PT) supervisors are managed by non-nursing (PT) managers
- PNCC Concern:
  - Can a registered professional nurse (RN) be supervised by an unlicensed person or another licensed health care practitioner?
    - Per OSBN: What the PT cannot do is evaluate an RN’s or LPN’s nursing practice; to do so would be practicing nursing without a license.
    - A non-nurse (e.g., PT) could collect nursing practice evaluation

continued on page 4
data that has been generated by other RNs and for compilation only.

- PNCC concern: Who is evaluating (supervising) the home health nurses practice?
- PNCC Action: Clarify with management on who is supervising the nurse’s practice.

Temporary Territories COVID-19

- Facilities require regular COVID-19 screening to visit residents.
- Due to cost and limited supply following plan developed:
  - Nurses are divided in two groups: facility nurses requiring regular COVID-19 testing and non-facility nurses
- Consequences of new territory coverage (per nurse comments)
  - Territories have been enlarged
  - Larger and new case loads
  - More driving
  - Inconsistency with being titled Case Managers
  - Extra time required while in facility and need for additional PPE
  - Nurses feeling burnout
  - Patient complaints related to no continuity of care and missed visits
  - Nurses were under impression this was temporary
- PNCC Action: Can management let us know their plan to start testing all staff or at least more staff regularly? Can the facility RN position be on a rotation, volunteer-based then least seniority? Can we increase the number of facility RN floats for weekend, PTO, illness and general coverage?

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities. We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses. Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

Introductory Steward Training
- Thursday, January 28, 2021
- Saturday, April 17, 2021
- Saturday, June 19, 2021
- Tuesday, September 21, 2021
- Thursday, December 9, 2021

Grievance Handling Training
- Saturday, February 27, 2021
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, October 9, 2021

Building Worksite Power Training
- Tuesday, March 16, 2021
- Saturday, August 7, 2021
- Wednesday, November 10, 2021