All PHHH nurses are strongly encouraged to attend an all bargaining unit meeting on Thursday, Feb. 18, 5 to 6 p.m. 

Join via Zoom at this link.
Or use the QR code and scan with your phone.

We came together in January to discuss management’s implementation of a new productivity/patient care grid, expansion into Washington, and the significant impact these two decisions have on nurses and patient care.

It’s time to meet again, as there have been significant developments on both issues, and we need the input of as many nurses as possible to respond effectively!

Washington Registered Nurse License and Working in Washington

Since our last meeting, we received a second proposal from management on our Washington Registered Nurse License and Working in Washington MOU. While this proposal does offer more support for the licensure and education requirements for working in Washington, many of our demands have not been met. Before we respond to management’s proposal, we want to hear from you! Take a few moments to read through management’s latest proposal, and bring feedback on Thursday. Click here for MOU LINK.

Productivity/Patient Care Grid

We have taken several actions attempting to halt management’s unilateral implementation of a new productivity/patient care grid.

We held a Step 1 grievance hearing on the matter on Friday, Feb. 5. We also submitted a demand to bargain over this unilateral change to a mandatory subject of bargaining on Thursday, Feb. 11.

Before we engage in bargaining, we need direction from the members. Please join on Thursday to help us set our bargaining strategy.

Finally, we circulated a petition calling on management to rescind the recently implemented productivity grid.

This petition has garnered signatures from a strong majority of Home Health, Access, and Liaison Nurses (with many solidarity signers from Hospice!). If you haven’t signed yet, or if you aren’t sure that you have signed be sure to sign before 5 p.m. Friday, Feb. 19.

We need to open bargaining with a strong show of our collective power in order to protect our ability to provide high quality patient care.
Protect Safe Staffing

Our core concern around both changes to productivity and the expansion of service into Washington is one of safe staffing. Drastically increased patient loads under the new productivity metrics simply do not allow for the safe care of patients. Expanding services into Washington only exacerbates the situation by increasing travel time and introducing additional education and licensure requirements for nurses.

To stand up for safe staffing, be sure to report every occurrence of short staffing. If you are concerned that your patient care load is imminently or potentially unsafe, notify someone in the chain of command, ask for additional staff, and ask for a response to this request within a reasonable period of time. At the end of the shift, or within two business days, complete the PHHH-specific Staffing Request & Documentation Form (SRDF) at: www.provhomehealthhospicestaffing.com.

Completion of the form takes no more than 10-15 minutes and can even be accomplished from your smartphone. All submitted forms go to our PNCC Chair, Maureen Cooper-Gaine.

The PNCC uses your SRDFs to inform their recommendations to management regarding staffing and patient care. Documenting short staffing through the SRDF will also provide you with documentation of some of the factors affecting your productivity should your supervisor approach you for coaching around productivity.

Executive Committee Elections

The Providence Home Health & Hospice (PHHH) bargaining unit is seeking nurse leaders to serve on the executive committee. The executive committee comprises seven positions:

- Chair
- Vice Chair
- Treasurer
- Secretary
- Grievance Chair
- Membership Chair
- PNCC Chair

Each position has a two-year term of office. Executive committee members contribute to the important work of our union by building membership, enforcing our contract through the grievance process, encouraging nurses to work together to address issues, and striving for equity, fairness, and democracy in the workplace. Full descriptions of the positions may be found in Article 6 of our bargaining unit’s bylaws.

Members in good standing may submit nominations for all seven of the executive committee positions to current Secretary, Linda Sheffield, at Linda.Sheffield@Providence.org by Thursday, March 18.

Candidates must be full members in good standing to be eligible to serve. If there are multiple nominees willing to serve in the same position, an election will be held with a minimum 14-day notice.

If you have any questions, please do not hesitate to reach out to a current Executive Committee member or our labor representative, Ashley Bromley, at Bromley@OregonRN.org.

Meet Our New Labor Representative

Ashley Bromley replaced Jocelyn Pitman as our Labor Representative effective Feb. 1. While Ashley only just began employment with ONA, she brings more than a decade of labor experience, primarily with higher education workers.

Ashley is excited to work alongside PHHH nurses to help build their union and improve their workplace. Please reach out to Ashley via email at Bromley@OregonRN.org or phone at (503) 293-0011 x1382 so she can get to know you and better understand your vision for strengthening ONA’s work within the PHHH bargaining unit, across the Providence system, and statewide!
ONA Statewide Elections

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open Feb. 15 to March 15.
To learn more and complete your Consent to Serve form to declare your candidacy, visit:

www.OregonRN.org/Elections

Save the Date: ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.

Jacqueline Howe, RN, and other panelists discuss bargaining challenges and successes during the 2019 Bargaining Unit Leadership Conference.
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
- 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

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

Learn more and register for Nurse Lobby Week at:

www.OregonRN.org

### Legislative Priorities
- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care