Providence Home Health & Hospice – Nov. 3, 2023

Deadline to Upload Certifications Extended to November 15
The deadline for newly represented clinicians to upload proof of certification and receive the certification pay differential retroactive to contract ratification has been extended from November 5 to November 15 to account for the many delays with this process. If you hold a recognized certification, be sure to upload it no later than November 15. Here's a reminder of how: oregonrn.org/resource/resmgr/phhhp/PHHHProsCWONUpdate2023-10-19.pdf

PTO Deposits
Full and part-time clinicians should have noticed that the first of two deposits of additional PTO that we won in our new contract occurred this week. You should have received 20 hours of PTO (prorated by FTE) in your account on Monday, October 30. This credit appears as a negative number, but it is in fact additional available hours of PTO. The negative number is just an artifact of the way the system records PTO use as a positive value. If you don't believe you received your PTO hours and should have, please reach out!

The next deposit will occur in the first full pay period of 2024.

PTO Requests
We have also heard from many, many clinicians reporting excessive PTO denials and delays in receiving PTO approval or denial by the November 1 deadline. We have submitted a request for information to dig into the cause of these additional denials and delays. You can (and should!) appeal PTO denials for time that is important to have off. It might be helpful to draw your manager’s attention to this new language in our contract: "Clinicians’ PTO requests will not be denied based on overlapping PTO requests of clinicians who, in management’s discretion, may not cover their work or visits.” We often hear of denials based on the PTO of a clinician from a far distant team where there would be no impact on visit coverage or patient care. This practice should end with the new language. Be sure your manager knows!

Reminder on Timing of Wage Increases and Retro Pay
As a reminder, PHHH has until the second full pay period following ratification to implement the new wage rates. This means that new wage rates should begin at the start of the November 5, 2023 pay period and be reflected in the paycheck issued on November 24, 2023. Retroactive pay back to January 1, 2023 (or hire date) for RNs and back to April 24, 2023 for OTs, PTs, SLPs, Social Workers, and Bereavement Counselors should be paid out no later than in the December 8, 2023 paycheck.

Save the Date: All Clinician Meeting Thursday, December 14, 7:30 PM
We will hold our first all clinician meeting since the ratification of our contract—and the addition of PTs, OTs, and Social Workers in the Gorge to our bargaining unit—on Thursday, December 14 at 7:30 p.m. at the link below. Be sure to join and plug into the work we are doing to build our union and strengthen our contract between negotiation cycles!

https://us06web.zoom.us/j/85683994000?pwd=NIF4MWtsMzVNRnR2SIFkSktEOG1XUT09

Meeting ID: 856 8399 4000
Passcode: ONA

Shawna Meechan Begins as ONA-PHHH Labor Representative
Our ONA Labor Representative, Ashley Bromley, is transferring assignments within ONA to work closer to where she lives in Albany and hopefully spend a bit more time with her toddler, Simon. Ashley is immensely grateful to have organized, bargained, rallied, and picketed alongside each of you through a truly historic contract campaign.

Our new ONA Labor Representative, Shawna Meechan, has already started transitioning into the assignment, and Ashley and Shawna will complete the transition in the coming weeks. Shawna joined ONA in 2023. She comes with a lifetime of activism in the labor movement. A native of Portland, Oregon, she grew up in a union household, went to college on a union scholarship, and has fought for the rights of workers most of her adult life. Previously, Shawna worked for the Oregon School Employees Association (OSEA) and LiUNA! Laborer’s Local 483 representing folks in the Portland metro area. She has also worked as a member activist, holding multiple elected positions in unions. As the daughter of a nurse and granddaughter of a physician, Shawna is looking forward to representing Providence Home Health and Hospice clinicians. In her spare time, she enjoys tap dance, gardening, and reading fiction.