Elections for open seats on the Professional Care Committee (PCC) open tomorrow, Friday, November 10 and will remain open until noon on Wednesday, November 15. Full ONA members will receive a link to vote via email and text if positions from their discipline are contested. This means PTs, OTs, and RNs should expect to receive ballots (see more below).

The PCC was formerly the Professional Nursing Care Committee with the following nurse representatives: Lori Curtis (Chair), Amy Gonzalez (Secretary), Pamela Bacon, Tiffany Eder, Mark Miers, Linda Sheffield, and Erika Stardig. Erika and Tiffany are stepping down from their positions creating two vacant nurse positions.

Additionally, our new contract establishes two positions for PTs, two positions for OTs, two positions for SLPs, and four positions for Social Workers and Bereavement Counselors. The positions for SLPs and Social Workers and Bereavement Counselors have been filled by appointment because there are exactly as many accepted nominations (after some late withdraws) as there are open positions. Congratulations to these new PCC members: Kendra McInturf (SLP), Dawn Meyer (SLP), Corina Alexander (Home Health Social Worker), Susan Miller-Josselyn (Hospice Social Worker), Jamie Sinnott (Hospice Bereavement Counselor), and Emily Sono (Home Health Social Worker).

The contested positions include:
- 2 RNs
- 2 PTs
- 2 OTs

Candidates for these positions have provided candidate statements that are included below and will also appear on the ballot.

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**PT Candidates**

**Sara Fifield, PT, DPT, GCS**

I have worked for Providence for the past 10 years beginning at PPMC and transitioning to Home Health 7 years ago. During that time, I have seen a profound shift in our workplace dynamics. A disconnect between frontline clinicians and management began when in person meetings were discontinued. The disconnect significantly worsened during COVID when nearly all in person workplace contact disappeared, and messaging regarding policies was slow to arrive, ill-planned, and delivered without clinician insight or consideration. Issues impacting us include overwhelming caseloads, loss of talented clinicians, lack of response to clinician concerns from upper management, and overcomplicated solutions to problems which result in unnecessary work. I recognized several areas of concern and proposed simple solutions only to
have my input brushed off by leaders. I spent a considerable amount of time researching the reasons valuable team members were leaving and created a presentation for upper management outlining the reasons clinicians were leaving along with the financial benefits of staff retention. Again, no meaningful action was taken. In my time as RCAP chair, I restructured the program to free up clinician time, and ensured our members received their bonus pay. Through our union I have seen how powerful we are together. We have achieved a great deal in a short amount of time. I would be honored to serve on the PCC to put creative, work-efficiency ideas to work for our clinicians and the patients we serve.

**Mariane D Pope, MBA, PT**

Hello, I’m Mariane Pope. I firmly believe in the importance of the PCC and its mission to represent the diverse range of professionals in our healthcare sector.

As an experienced physical therapist with over 43 years of dedicated service, the last six with Providence on Team 10, I know the challenges our Teams face every day. I am the sole nominee from Yamhill across all disciplines, uniquely positioned to advocate for the interests of our more rural areas. To ensure the PCC’s effectiveness, it is crucial that all areas of our organization have strong representation.

My experiences have provided me with valuable insights into the dynamics of our organization. I know we can continue bridging the gap between working professionals and management to establish enduring positive changes. In my PT career I have held various positions, as a manager and as a staff physical therapist supporting collaborative Union engagement. Most recently I was the Union representative for the therapists in the Newberg schools when I was employed there.
In my new role in the PCC, I will again have the opportunity to effectively voice the needs and aspirations of my colleagues. My motivation to seek this role is driven by the desire to serve your broad and varied interests, not merely my own.

I humbly request your support and vote. I am committed to working diligently as an active member of the PCC to further the welfare and safety of all our colleagues and patients.

Thank you for considering my candidacy.

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**OT Candidates**

**Kirsten Halsan, OTR/L, CAPS**
I am honored to be a candidate for the ONA Professional Care Committee.

I have been an occupational therapist for 11 years, practicing in the skilled nursing (4 years), acute care (1 year) and home health settings (6 years). While working at Providence Home Health, my clinical passion has flourished driving me to seek out new opportunities, including co-chairing the Clinical Partnership Council (CPC), founding the Occupational Therapy Teams Channel, collaborating on numerous projects to improve care delivery, and recently accepted into the Rehab Clinical Advancement Program (RCAP). Through my experience with these endeavors, I have found that change is HARD to accomplish within Providence, however it is not impossible. These opportunities have helped me learn how to navigate the Providence system to achieve positive outcomes for clinicians and patients.

If selected for this role, I will work tirelessly to represent my colleagues to address important issues related to clinical practice, operational demands, and safety. Together we can make a positive impact and shape the future of our healthcare organization. Thank you for considering me for this important role, and I am excited for the opportunity to serve you in this capacity.

**Mitch Pottle, OT**
Hi I’m Mitch. I have been working in HH for 6 years and I am currently a float for the south team. I am running for PCC because I want to continue to hold Prov Management accountable for conditions agreed upon in our contract and continue the work to make our work environment equitable for us all.

**Lynden Scahill, OTD, OTR/L**
Hi, my name is Lynden! I'm an OT and a human, dog, and cat mom. I would be honored to represent OTs in a role with the PCC. I'm in my 40s, and I've been an OT for 12 years and have been working in home health for 5 years. I have been with Providence for almost 2 years now. I worked in home health at a non-profit hospital before I moved to Portland, and we were unionized there. Being part of a union provided me and my coworkers with numerous benefits and had a positive impact. I have been a part of organizing and am a CAT (communication action team) person (also an animal cat person with 2 cats). With my dedication and passion for OT, I can make a valuable contribution to the committee. I am confident in my ability to advocate effectively, and I am eager to use this strength to support OTs in this role. I, like you, became an OT to help others. We are always focused on helping our patients, and I also aspire to enhance our work environment to allow us to concentrate more on patient care, which is what we all desire. Our patients deserve the best care, and we can only deliver that with the proper
support. There are issues with staffing, productivity, caseloads, safety, evaluating more certifications, etc... that I would love to help address. I am always open to ideas and viewpoints, and I appreciate your consideration.

RN Candidates

Melanie Fruhwirth
I have been with Providence Home Health for almost 5 years and have recently started to become more involved with ensuring we have safer working conditions and our new staff is supported to ensure they are successful. Both of these areas are important to me and I would like to be able actively work towards positive changes.

Alecia Weber-DeRoo, RN
I have been a nurse now for almost 12 years. I started in inpatient psych at the State Hospital, then did primary care/urgent care/wound care for a FQHC in downtown Portland, and now have been in Home Health for the past 3 years. Nursing is my second career, I started out with my BS in Environmental Biology working in wildlife conservation/management. In my spare time I play the oboe in two community bands and ride my horse, Knight. I want to be a part of the PCC to help guide decisions that affect all of our working conditions and the level of care that our patients receive. I feel like 3 years into home health, and having been oriented at the height of the pandemic, I have seen a lot of change - most of it driven by administrators who do not do the work and do not understand the needs of our field staff and patients. I hope to support our patients and colleagues by applying real world experience to changes in policies and procedures.

Amelia Woodside, RN
My intent in running for this position is to use my nursing background, which is a second career, and my previous professional experiences working in journalism, management, and film to help make our work sustainable & equitable. The interdisciplinary make-up of the PCC is at the core of what I love most about our work. I’m also running because I would like to see more hospice representation on the PCC, especially because there is currently only one hospice RN on the board out of 7 nurse-specific positions. If elected, I promise to approach this work with pragmatism, a splash of sass and a healthy dose of humor. I’m humbled to be considered & I appreciate your time.