Washington License and Work Bargaining

Your Oregon Nurses Association officers and stewards, along with your labor representative met with Providence Home Health and Hospice (PHHH) administration on Monday, Dec. 14, to start negotiations regarding working in Clark County, Washington (WA). While administration had responded to some of our requested information regarding this significant change in working conditions, we had not received thorough information. We used our 90 minutes of meeting time to seek further clarification around our outstanding issues: staffing, productivity, orientation, continuing education, territory assignment and more.

Several nurses have volunteered to do this work. We had three (3) home health nurses and nine (9) hospice nurses volunteer. Thank you!

We do have an agreement from PHHH that they will pay for both the initial licensure and renewals of the WA license, although not retroactively. We are currently in the process of developing a Memorandum of Understanding (MOU) that would contain all the protections needed for Oregon PHHH nurses to do this work. In some cases, existing language that is in the current contract would be used, such as alternate assignments which is on page 22 and bidding on shifts and assignments on pages 41-42 of the spiral bound agreement.

Our next session is scheduled for Monday, Dec. 21. We plan to propose our written MOU on this day. Please email us with any questions or concerns prior to Monday.

Vice-Chair Vacancy

After Carly Deweese vacated the vice-chair role to move into the chair position back in September 2020, we started thinking about who could fulfill her vacancy. Joy Choy, Palliative Care RN on the westside, graciously agreed to run for this role! She has asked that we say she is “in training” while she learns her duties.

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Vice-Chair Vacancy (continued from page 1)

Per the PHHH bylaws, this position must be held open for thirty (30) days. What does the vice-chair do? Per the bylaws, these are the responsibilities:

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;
- 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.

If you are interested in running for this position as well, please let Jocelyn Pitman know by Jan. 16, 2021. You can email her at Pitman@OregonRN.org.

Hospice Access Grievance Win!

We are pleased to announce that we partially settled our grievance, filed in June 2020, for the hospice access nurses.

Earlier this month, 17 nurses in this unit received back pay totaling 236 compensated hours and/or were credited 171.5 hours of paid time off (PTO) for being called off wrongfully for low census, largely due to being notified in less than two hours prior to their shift starting. **That is a total of 407.5 hours of compensation back to our nurses!**

One of the affected grievants wrote: “In the confusion of early COVID, our schedulers were falling into different practices, some of which violated our contract. The affected nurses pursued a grievance and won back pay thanks to the support of our ONA representative and union officer Michael Port. We would not have been protected against unfair scheduling and call offs, and would certainly not have won restitution, without our strong union.” – Valerie Blanton

A big thanks to Kate Kubal, Valerie Blanton and Michael Port for helping settle this big win!

While we are thankful for the payouts and PTO credits that just occurred, there is not full resolution to the issue. Michael Port and Jocelyn Pitman will be meeting with administration again on Dec. 16 to further discuss the outstanding concerns.

Is Your Area Short Staffed? We Want to Know!

Back in March 2020, right before the stay at home order occurred, we met with administration to agree upon a Staffing Request and Documentation Form (SRDF).

We attempted several times over the years to reach an agreement and will finally succeeded. Anytime you have to work mandatory overtime, miss breaks and meals, do not have enough nurses, etc, it should be documented.

The completed forms go to the Professional Nurse Care Committee (PNCC) and they make recommendations to administration on how to resolve the issue.

Here is the link to this important SRDF form: www.ProvHomeHealthHospicestaffing.com/