Support CWON Bargaining

ONA/PHHH nurses plan ‘green-up’ to protest unfair proposals at wound/ostomy bargaining.

ONA PHHH officers are calling for a ‘green up’ to protest PHHH management’s proposals to deny overtime, contractual raises, or clinical ladder to Wound/Ostomy nurses (CWON).

In 2021, CWON nurses voted 100 percent to join ONA, despite opposition from Providence Home Health management.

Our bargaining team includes Magen Mertens, Mark Miers, Jennifer Spezza, Pat McKenzie, and ONA Interim Labor Representative Gabriel Erbs.

On or before Monday, Jan. 17 please snap a photo wearing green so we can make a collage of solidarity photos as a demonstration of unity and strength.

Please send to Erbs@OregonRN.org or text the photo to one of your ONA PHHH officers.

Management Error Disrupts Weekend Schedules for Field Staff

Recently, PHHH management notified ONA PHHH officers that management did not fulfill their contractual obligation to post weekend schedules for 2022 which would safely staff to patient care needs. Article 5(H)(2) protects field nurses from being scheduled for an unposted weekend (except in an emergency).

ONA PHHH officers maintain that management’s failure to complete the weekend schedules does not constitute an “emergency” – the maxim “your failure to plan doesn’t constitute my emergency” comes to mind.

Nonetheless, ONA PHHH officers made the following proposal to management to staff the unposted weekends, where needed: Management should seek volunteers at the incentive rate.

If no volunteers are identified, and management identifies a patient safety issue, then they may mandate a field nurse to cover by rotating seniority but at a premium of 2x hourly rate + $500/shift.

Despite the obvious merits of our proposal, management has reneged on their duty to negotiate and notified your ONA PHHH officers of their intent to violate the contract and mandate nurses to weekend shifts in violation of Article 5(H)(2).

It’s a shame that management would rather spend resources litigating a large and complex grievance than make a bilateral plan ahead of time, but that’s why we have a union – to combat unfair unilateral action from management.
ONA St. Vincent’s Bargaining Team Successfully Blocks EIT Concession

In a reversal of the concessionary trend, Providence management announced at negotiations with Providence St. Vincent Medical Center nurses they would not propose a cessation of the extended Illness time (EIT) program at that hospital.

This is a tremendous – and partial – victory in light of the employer’s success at driving concessions in negotiations with other union nurses at Providence facilitates in the recent past.

While negotiations continue over wages, staffing, health plan, and more, this update is a demonstration of union power.

As we start to plan for our own negotiations against Providence at Home Health & Hospice, please consider joining the increasingly long list of ONA PHHH members who have committed to participate in the Contract Action Team (CAT).

CAT is committed to a contract campaign that halts concessions and raises standards in our contract.

Contact an ONA PHHH officer for more information.

Nurses Continue the Fight for Fair Health Care

HOW PROVIDENCE'S PLANS COMPARE TO KAISER AND OHSU

Providence claims its health insurance plans have been misrepresented. See for yourself how Providence's EPO Health Plan compares to Kaiser's even after Providence's "Virgin Pulse" subsidies.

- A Providence RN on an Individual Plan spends nearly $500 more before Prov. contributes to copays and your maximum expenditures can cost $2,000 more than a Kaiser RN.

- A Providence RN on a Family Plan spends $2,326 more before Prov. contributes to copays and your maximum expenditures can cost $7,427 more than a Kaiser RN.

“I've worked at Providence St. Vincent for nearly 22 years. When I married my husband, I enrolled in his Kaiser insurance plan as soon as I could. I was so relieved not to have to worry about my coverage. It was a no-brainer.

With my new plan, there is no deductible and everything is more affordable. My appointments, medications, labs and diagnostics all cost less now than they did when I had a Providence plan.

Kathy Keane, ONA RN at Prov. St. Vincent
Productivity Contract Protections

Our Contract Protects Us From Discipline Over Unfair Productivity Expectations

As a reminder, ONA PHHH officers successfully negotiated a contractual letter of agreement that protects ONA members from discipline over unmet productivity in the event of any of the following documented mitigating circumstances:

- Traffic (heavy traffic, accidents, construction, etc.)
- Computer issues (upgrades, slow sync time, hardware issues, EPIC/network issues)
- Staff meetings
- Multiple meetings – Staff, IDG, PNCC, Task Force, etc.
- Patient complexity

To protect yourself, immediately contact your supervisor in writing, in the event of a mitigating circumstance that undermines productivity.

While your ONA PHHH officers remain in dispute with management over their refusal to negotiate the actual productive metrics, the above protections from unfair discipline remain in effect and should be utilized by field nurses, wherever applicable.

What are the PNCC and NTF?

The Nurse Task Force (NTF) is a contractual labor-management committee which meets every month to address a variety of issues that are important to our members.

If you are having a problem on your unit that has not been resolved despite talking with your manager, seek out an ONA PHHH officer and we may be able to work on it in the next task force meeting.

The Professional Nursing Care Committee (PNCC) is a contractual labor-management committee established as a forum for ONA nurses in PHHH to escalate non-grievance issues related to nursing practice, the improvement of patient care, productivity, and staffing issues.

The PNCC is chaired by an elected ONA PHHH nurse.

PNCC Chair Nominations Notice

The Professional Nursing Care Committee (PNCC) at Providence Home Health & Hospice is a powerful force for good. The PNCC’s objectives include providing input to Home Health and Hospice regarding professional issues related to nursing practice, the improvement of patient care, productivity, and staffing issues. You also get paid hourly for your time spent on this committee per contract.

Any ONA member in good standing is eligible to run for this committee.

Timeline:
Nominations are open from Jan. 10, 2022 through Feb. 9, 2022 closing at 11:45 PM.

To nominate yourself, please complete this survey including the consent to serve box at the end of the form.

You may also nominate other nurses. Nominees who do not complete the survey will be contacted following the nominations period and will be asked to complete this survey if they consent to serve. If we receive more nominations than there are open positions, an election will be held.

Scan the QR code to complete the nomination form or go to www.surveymonkey.com/r/PHHH-PNCC-Chair22
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 statewide elections!

Nominations will open January 17, 2022 and the full list of available positions open for the 2022 elections is still being finalized. Stay tuned for more information and start thinking about how you can get involved in your statewide professional organization.