Contract Campaign Escalation Plan

At our last bargaining unit meeting, ONA nurses came together to build a strategic plan to build momentum and power heading into bargaining. Our first step in that campaign is the distribution and display of our “Providence Nurses Need Time for Safe Patient Care” placards. Do your part to help us build public support for our fight for safe productivity and patient care standards by picking up your placard and displaying it in your car.

DON’T HAVE A PLACARD YET?

Pick up your placard from a colleague. Text, call, or email one of the nurses below for details on how to pick up your placard from them. Additionally, you can get your placard at our in person bargaining unit meeting next Thursday, May 19. (see page 2 for details)

SOUTH

- Mary Nguyen (HHRN South) nguyencentral@yahoo.com 503-778-0951

EAST

- Melanie Fruhwirth (HHRN East) melanie.shubert@gmail.com 503-810-9654
- Jamie Aguilar (HH Access East) jamie.ellen.aguilar@gmail.com 503-901-6072

WEST

- Kathleen Heffernan (HHRN West) 503-504-1607
- Pam Bacon (MHRN West) pgbacon@msn.com 503-467-9903

Clark County

- Brittany Ostby (HHRN Clark Co) brittanyostby@gmail.com 503-314-5443

Yamhill

- Sharon Barbosa (HHRN Yamhill) sharroonab@aol.com 503-459-2751

Once you have your placard, be sure to display it in your car.

Send a picture to ONA Chair Jamie Aguilar (503) 901-6072 or ONA Labor Representative Ashley Bromley (865) 201-7518 with you and your sign!

Nurses Uniting to Raise Standards

Countdown to Contract Expiration = 232
May 19 Bargaining Unit Meeting

Join fellow PHHH/ONA nurses next Thursday, May 19, 4:30-5:30 p.m. for our bargaining unit meeting.

We are less than eight months from the expiration of our contract, meaning it is time to set into motion our escalating plan of action in support of bargaining. To be successful in our negotiations to secure the wages, benefits, and staffing standards we need, every ONA nurse will need to be plugged into

and acting in support of our contract campaign. Thursday’s bargaining unit meeting will include an overview of our contract campaign and let you know when and how to get involved.

We will have ONA Nurses Uniting to Raise Standards shirts available for pick-up as well as car placards, contracts, and other ONA gear.

If you have any questions or want to suggest further agenda items, please reach out to ONA Chair Jamie Aguilar (jamie.ellen.aguilar@gmail.com) or ONA Labor Representative Ashley Bromley (Bromley@OregonRN.org).

Join in person at the ONA Office (18765 SW Boones Ferry Rd), third floor conference room, or virtually: https://zoom.us/j/96256003883?pwd=cjRmTFNaekU2UFZlK3hsWmtUQ2kwQT09

Join Our New Facebook Group

We are migrating our current Facebook group (Nurses Helping Nurses) over to a private Facebook group: Providence Home Health and Hospice Bargaining Unit (PHHH).

The new group will allow us to have an administrator who can ensure that only ONA nurses, ONA staff, and other PHHH clinicians supportive of union activities are members of the group.

We will use the new group to share information about bargaining, escalating actions of our contract campaign, and more!

Please join using the link above or QR code.

ONA Picnic at Creston Park

ONa nurses are coming together for food, drink, and fellowship at Creston Park on Saturday, June 11, 12-3 p.m.

As we head toward the expiration of our contract and our next round of bargaining, we want to meet up to community-build, connect, and get ourselves fired up for our negotiations.

Please plan to come and bring your family. ONA nurse leaders from other Providence facilities will also be in attendance to share wisdom from their negotiations, contract campaigns, and even strike authorizations.

Strike Authorized

Strike Authorized at Providence St. Vincent & Escalation at Willamette Falls and Milwaukie

ONA nurses voted nearly unanimously to authorize a strike at Providence St. Vincent Medical Center – one of Oregon’s largest and most profitable hospitals. This historic act is a powerful demonstration of solidarity and sends a strong message to Providence that ONA nurses are uniting to defend our rights against Providence’s illegal unfair labor practices (ULPs) and to improve patient care, raise nurse staffing standards,

continued on page 3
Strike Authorized  continued from page 2

make health care more affordable for Oregon’s families, and address Providence’s growing staffing crisis as part of a fair contract agreement.

If and when a strike is called, ONA will give Providence a 10-day notice, as required by law. For now, ONA’s nurse bargaining team at Providence St. Vincent continues negotiations.

Following on a hugely successful informational picket at Providence Willamette Falls, ONA nurses at both Providence Willamette Falls and Providence Milwaukie are moving toward their own strike escalation activities.

Want to help? FOLLOW, LIKE and SHARE ONA’s social media posts on Facebook, Twitter, or Instagram to show you support nurses who are fighting to raise health care standards for nurses, patients, and our communities.

Ashley Bromley is Back!

ONA Labor Representative Back from Maternity Leave

Our permanent ONA Labor Representative, Ashley Bromley, is back from maternity leave. Gabriel Erbs did excellent work in her absence, including assisting in CWON contract negotiations, helping us craft a contract campaign, and guiding us through the fight—and win!—over daily points reporting.

Thank you to Gabriel for his hard work! Ashley can be reached at Bromley@OregonRN.org and by cell phone at (865) 201-7518. Don’t hesitate to reach out for assistance!

Anne Tan Piazza Takes Over as Executive Director of ONA

Anne Tan Piazza began as ONA’s Executive Director in April.

Piazza worked for the Washington State Nurses Association (WSNA) for nearly 25 years, with 16 years as an executive leader of the union and professional association.

Her roles with WSNA included lobbyist, Director of Governmental Affairs and Communications, Assistant Executive Director and, most recently, Labor and Operations Executive Officer.

“Anne comes to ONA with a deep understanding of the unique challenges facing nurses in the Pacific Northwest, and across the country, that could only be achieved through her many, many years of leadership at WSNA,” said Lynda Pond, RN, President of the ONA Board of Directors. “Anne knows the breadth and depth of our work here at ONA, from creating and advancing health care and nursing policy to contract negotiations and bargaining, to membership services and member growth. There is not a single aspect of our work that Anne doesn’t know like the back of her hand.”
New Protections for Nurse Staffing Law

Last year, ONA members brought evidence showing hospitals exploited the state of emergency to deviate from staffing plans, sometimes when they had no COVID-19 patients! The state legislature listened and passed House Bill 3016 (HB 3016), placing greater restrictions on hospitals.

On Jan. 1, 2022 these new restrictions went into effect, making it incredibly difficult to deviate from staffing plans that have been approved by the hospital nurse staffing committee.

ONA members should empower themselves by taking time to read the new language here.

You can learn more about this and other staffing rules and best practices on the ONA website at www.OregonRN.org/113.

As Oregon faces another surge it is important for ONA members to hold hospital executives accountable to the law!

Some key highlights of the changes:
- Clear limits on how long a Hospital can deviate from plans.
- To deviate from staffing plans there needs to be “a national emergency or state emergency requiring implementation of a facility disaster plan and crisis standards of care.”
- The incident command shall report a written assessment to both co-chairs of the staffing committee within 30 days of deviating from a plan.
- Deviation may not occur for more than 90 cumulative days unless approved by the staffing committee.

ANA Resilience & Nurse Suicide Prevention Resource Site

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention.

Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients.

Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA’s Resilience and Nurse Suicide Prevention Resource site provides information and tools to:
- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need.

Nurses, you are not alone. Help is available. Learn more here.