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### Negotiating

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- **Marie Teela**  
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- **Donna Abbott**  
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## Our Priorities: Patient Safety and Staffing

Our bargaining team met with the Hospital on June 13 for our fourth bargaining session. Thanks to all of you who took our mid-negotiations survey, we are able to continue to stand strong on issues of patient safety and safe staffing. We are addressing both issues by pushing for the implementation of a patient acuity tool, appropriate relief for uninterrupted meals and breaks, and creating an incentive for night, holiday, and weekend shifts, which are the times when we experience short staffing most often. Our proposals to address these issues have either been rejected or have not been addressed by the Hospital.

During negotiations, we shed light on the extreme staffing conditions we frequently encounter. Nurses from the bargaining team shared experiences of how currently breaks are virtually impossible to cover and how this is when nurses experience code greys and patient falls. Nurses spoke of consistent short staffing, particularly during night and weekend shifts, leading to the completion of many Staffing Request and Documentation Forms (SRDFs).

*“The majority of SRDFs come from night shift and of those, half are from Friday nights.”*

*-Tracey Parris, Senior Psych*

There are many similar stories we hear on the floors, which is why we are pushing hard for a patient acuity tool and incentives to work nights and weekends. The chief negotiator for the Hospital shared that differential increases are done to incentivize someone to take a particular shift and that the differentials only increase when they have a hard time finding someone to do so.

We proposed two supposals, which are proposals that are bundled together and contingent on all items being accepted. We made significant movement and we expect the Hospital to come back to the bargaining table on June 28 with lots of movement. For a detailed look at all of the proposals made by our team, see the [Proposal Tracking Form on our ONA/PMH website.](#)

# Why I Value Being an ONA Member

*Hi, my name is Renee White and I work in the PACU. I have been working as a nurse at PMH for over 13 years. I started working as a nurse in my hometown in Texas. When I'm not at work or pursuing my Masters in Nursing Education, I volunteer at the Milwaukie chapter of the Community Emergency Response Team. I volunteer so that my community can be better prepared and equipped for an emergency/disaster. I am the proud ya-ya of six grandchildren and I love my four cats.*

*Having worked in non-union hospitals, I see how nurses have a collective voice through our union. I believe it is imperative for nursing to continue to be recognized as a profession. In order to support this, I think that we have to be members of ONA because as a whole, we are able to better advocate for patient safety, nurse education, safe working conditions and mentoring new professional nurses.*



## Support Our Bargaining Team in Winning a Fair Contract!

As our team continues to push forward on the issues that matter to all nurses at PMH, we ask for your show of solidarity by wearing your button on bargaining days.

### Upcoming Bargaining Sessions:

- **Wednesday, June 28**
- **Tuesday, July 11**
- **Thursday, July 20**

