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Management Refuses to Hear Voices of Nurses

On September 12, 2018, ONA and Providence Milwaukie Hospital (PMH) met to discuss the third step of the grievance process for an issue in the operating room (OR). The grievance discusses how nurses have been required to take mandatory call shifts, in addition to their scheduled call and regular shifts, which we believe to be a violation of our contract. These additional call shifts have created a burden for the department, including our nurses ability to get adequate rest - which can impact patient safety.



In addition to the person who filed the grievance, Julie Davison, our Grievance Chair, Renee White and OR nurse Joanne Macapinlac wished to attend the meeting.

Unfortunately both Joanne and Renee were denied entry to our meeting, even though our union representative emailed PMH

management on Aug. 30, 2018 that Joanne would be attending and Renee has attended our previous grievance meetings and she is a legal representative of ONA.

Joanne wished to attend the meeting to have her voice heard, and to tell her personal story to management and the impact that their decisions are having on her life. Joanne is a 19-year veteran at PMH and has spent her career with PMH - getting hired just two days after turning 18 and deserved this opportunity. After denying Joanne the

opportunity that had been scheduled for 2:30 p.m., Chief Nursing Officer, Lisa Halvorsen, offered to meet Joanne "after 5 p.m." Joanne spent her rare day off coming back to the hospital for a meeting she should have been able to attend, and instead was asked to wait an additional 2.5 hours before she could privately meet with management.

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Oregon Nurses Association IS Nurses!

Denying nurses their voices in meetings undercuts PMH management's ability to understand an issue and demonstrates an unwillingness to change practices that hurt nurses and patients. We believe that PMH management's response was disrespectful to Joanne and every nurse who wants to improve conditions for nurses and their patients. At the end of our meeting Julie Davison extended an invitation to management to attend a unit

**"Administration assures us they care about PMH OR nurses, but their actions speak otherwise."
Julie Davison**

where a judge will hear our side along with PMH managements and issue a binding decision. We expect Joanne's voice to be heard there!

"I'm disappointed I wasn't able to participate in the grievance meeting because I wanted to share my story. I was given mandatory call and have been made to feel guilty if I don't take additional call shifts. I feel silenced being unable to speak up for OR. They don't really care about us."

Joanne Macapinlac



From Left: Joanne Macapinlac, Julie Davison and Renee White

meeting in OR and hear directly from nurses. We are hopeful they will take this opportunity.

We expect a denial of the grievance and to move to the final step of the process, arbitration,

Have you also been impacted by mandatory call shifts or another issue we should know about? Email our Labor Relations Representative Karly Edwards at Edwards@OregonRN.org.



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