



Oregon Nurses Association
Bargaining Unit Newsletter

Providence Milwaukie Hospital (PMH)

Newsletter

Sept. 25, 2020

PMH Executive Committee

Chair:

Alexis Keller (Resource)
cell phone: (419) 450-7182

Vice-Chair:

Peggy Elia (Resource)

Secretary/Treasurer:

Katie Nelson (PACU)

Nursing Task Force Chair:

Maggie Schein (SPU)

Membership Chair:

Steve Campbell (ICU)

PNCC Chair:

Judy Lucchesi (OR)

PMH Unit Representatives

Steve Campbell (ICU)

Maggie Schein (SPU)

Marie Teela (ED)

Alexis Keller (Resource)

Donna Abbott (ASU/Endo)

Katie Nelson (PACU)

Laura McLean (Med/Surg)

OR Rep: Open

Staffing Committee

Co-Chair, Becky Ellison (ICU)

Margo Fultz (Med/Surg)

Sherrie Bowyer (ED)

Craig Gillespi (OR)

Carol Gregory (ASU)

Denise Night (PACU)

Julie Ginder (MPU/Endo)

PNCC

Chair, Judy Lucchesi (OR)

Millie Kraus (ASU/Endo)

Brook Johnson (ER)

Abby Friedrich (ICU/Resource)

Open (Med/Surg)

Open (SPU)

LABOR REPRESENTATIVE:

Timothy Welp

welp@oregonrn.org
(503) 748-9768

Proper Cause

Proper Cause Protects Against Unfair Discipline

Recently a Providence Milwaukie Hospital (PMH) nurse was given an unfair discipline by a supervisor. The nurse, knowing her rights, contacted her steward and filed a grievance to call management into a grievance meeting. This allowed the union to question the facts of the unfair discipline.

After some fact finding, the nurse and the union were able to get management to agree to remove the discipline because the hospital failed to demonstrate "Proper Cause."

Proper Cause is a labor standard that defines the required elements that are required for the employer to justify issuing discipline.

If you are not familiar with Proper Cause, Weingarten Rights, or if you do not have a trained steward working on

your unit, consider reaching out to the chapter leadership listed below or the ONA Labor Representative to get more information about all of these subjects.

- Grievance Chair, Maggie Schein
schein.maggie@gmail.com
- Bargaining Unit Chair, Alexis Keller
alexishkeller@gmail.com
- Vice-Chair, Peggy Elia
peggyelia@gmail.com
- ONA Labor Rep., Timothy Welp,
welp@oregonrn.org (503) 748-9768



Collecting Your COVID-19 Stories

Your local nurse leaders continue meeting with Providence administration to push for important COVID-19 protections and extensions.

We are currently waiting for a response from Providence to our last MOU proposal with protections. We want you to know that we are advocating for every member. We need your help to show Providence this affects all of us.

Share your story about how Providence's repeated cuts and refusal to provide nurses and workers COVID-19 protections affects you, your coworkers, and your family or share

how other Providence decisions (like struggling to get breaks due to short staffing or your experiences with Sedgwick) have left you feeling unsupported.

With enough stories we can sound the alarm and convince Providence to start **Protecting People, Not Profits!**
[Click here](#) to share your story.

Do not forget to ask your coworkers to do the same.

We are strongest



Know Your Weingarten Rights

You have a right to be accompanied by a trained union steward if you are called into a meeting that might lead to discipline. That “*employee right*” is known as your Weingarten Rights.

This means that if you are called into a meeting with a manager, assistant manager, or human resource partner you are entitled to have a steward present if that meeting could lead to discipline later.

You have the right to invoke this right any time before or during a meeting. If the meeting has already started and you begin to suspect it might lead to discipline, you can stop the meeting and tell them it will have to be continued at a time you can have a steward present.

If a trained union steward is not available, management should work with you to reschedule the meeting. It is the employee’s responsibility to invoke their Weingarten Rights, management is not required to inform you of this fact.

If you have questions regarding your Weingarten Rights please contact:

- Grievance Chair, Maggie Schein
schein.maggie@gmail.com
- Bargaining Unit Chair, Alexis Keller
alexishkeller@gmail.com
- ONA Labor Rep., Timothy Welp,
welp@oregonrn.org (503) 748-9768



Make Our Union Stronger by Becoming a Steward

Learn how to represent your coworkers, solve workplace problems, welcome new union members, and build your union’s overall power to make improvements for nurses by attending a steward training.

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleagues questions and discuss concerns and help keep every nurse up to date on important union activities.

There are multiple opportunities to participate in a virtual steward training to learn more and help build our

union. Click on the training and date below to register for a training and look for more dates to come in October and November.

Statewide Steward Trainings

- [Nov. 7, 9 a.m. - 1 p.m.](#)

Providence-specific Steward Trainings

- [Oct. 14, 9 a.m. - 1 p.m.](#)
- [Nov. 19, 10 a.m. - 2 p.m.](#)



Personal Protective Equipment Supplies at PMH

We need to hear from you if you are not getting the personal protective equipment (PPE) supplies you need. Are you still reusing the same N95 for days?

Are the CARPs/PAPRs on your unit in working order and readily available?

Contact Peggy Elia peggyelia@gmail.com so she can escalate any issues to the PPE committee.

AFL-CIO Call for Action On OSHA Standards

Facing the coronavirus outbreak, unprecedented wildfires, an economic free-fall, and long-standing structural racism, these are incredibly difficult times for Oregon's working people and families.

It's clear working people need more protections on-the-job, not less. Sadly, Oregon OSHA, the state's agency designed to protect workers, has completely abdicated its duty to keep workers safe.

The current and proposed Oregon OSHA rules to make sure work is safe are not nearly enough, leading to workers being needlessly exposed to COVID-19 and fueling workplace outbreaks. With more than 500 Oregonians dead as a result of COVID-19, many of

whom contracted the virus through a workplace outbreak, we cannot afford anything less than strong protections at work.

We need your help to implement strong, comprehensive workplace protections from infectious diseases like COVID-19 for all Oregonians.

It's time to call on Governor Brown and urge her to make work safe, before it's too late.

[Click here](#) to urge Gov. Brown to make Work safe!



Kronos Timekeeping Updates

Providence has announced changes to the Kronos timekeeping process, which will take effect Sept. 27. Many members have contacted us about this change and asked how ONA will respond and how this will impact their work.

Here's How We Are Responding:

Coordinating systemwide discussions despite constraints. Providence has refused to meet with ONA leaders at a common table and has maintained that we must bargain this unit-by-unit e.g. Providence Willamette Falls Medical Center (PWFMC), Providence Portland Medical Center and Providence Hood River Medical Center, etc.

Your ONA nurse leaders at Providence facilities have been meeting weekly since the COVID-19 pandemic to bargain over the MOU and COVID-19 protections. These ONA Providence bargaining unit leaders have asked ONA's bargaining team at PWFMC to take the lead on negotiating these changes to address issues that impact our members across Providence.

The PWFMC bargaining team met with Providence management on Sept. 7. They reviewed the proposed changes, discussed the new process, and the impact this would have on our members.

What We Learned at our First Session:

It appears most of these changes will ultimately be beneficial to nurses, such as stopping the "rounding system" which has historically disadvantaged workers.

Combined meals plus breaks:

If these are already allowed in your unit, they will still be available.

Nurses will have a "button" on Kronos or option on computer entries at the end of their combined meal break. This will only be available after 45 minutes following leaving for your meal break. By entering this special meal/break, nurses will be credited with 15 minutes of paid rest break.

Home Health and Hospice nurses:

- We are seeking clarification on how the meal clock out will work in the field.

Donning and doffing work scrubs:

- Nurses should clock in before changing into work required scrubs.

No discipline for increased incremental overtime:

- Due to the elimination of rounding, nurses will now

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be compensated for all work time. It is likely that this will result in more incremental overtime. Providence is aware of this and nurses should not be disciplined, or negatively evaluated, for doing their jobs.

Providence has provided an FAQ and other information that answers many nurses' questions. In addition, the new HealthStream modules are helpful.

We have also requested more information on how nurses who are required to return early from a meal break will still receive pay for their 15-minute break.

What's Next?

If our questions are answered and it appears Providence has addressed the ONA concerns, we expect that these Kronos changes will begin at the end of September.

Reach out to us. If you have any concerns, questions or feedback please contact your bargaining unit leaders, union steward or labor representative.

Support Nurse Whistle Blower Dawn Wooten

From your local ONA nurse leaders at PMH

Take action to support nurse whistle blower Dawn Wooten. On Monday, Sept. 14, legal advocacy groups filed a whistleblower complaint detailing appalling abuses against immigrants detained at the U.S. Immigration and Customs Enforcement (ICE) Irwin County Detention Center in Georgia, which is run by the private corporation LaSalle Corrections.

The complaint, submitted on behalf of detainees at the ICE facility nurse Dawn Wooten worked, alleged the facility was failing to test detainees for COVID-19.

The complaint is consistent with previous reports on ICE's failure to protect detainees from the pandemic. It also detailed horrifying allegations of forced sterilizations of women detainees, often conducted by a single gynecologist.

Wooten reported that hysterectomy rates at the facility were inexplicably high and noted detained people who had had a hysterectomy often were unaware of a medical reason for the procedure.

Learn more about Dawn Wooten's brave action here on the Intercept website:

<https://theintercept.com/2020/09/14/ice-detention-center-nurse-whistleblower/>

Contact Your Senators & Representatives:

Senator Jeff Merkley – (503) 326-3386
[/https://www.merkley.senate.gov/contact](https://www.merkley.senate.gov/contact)

Senator Ron Wyden – (503) 326-7525
<https://www.wyden.senate.gov/contact/>

You can also find your congressional representative on the U.S. House of Representatives website here: <https://www.usa.gov/federal-agencies/u-s-house-of-representatives>

Sample script: *"Hello. My name is [Your Name] and I'm an active voter from (wherever you're from). I'm calling/writing to urge the [senator and or representative] to call for a full investigation into the alleged abuses of ICE detainees at the Irwin Detention Center and elsewhere."*

