

May 8, 2017

Providence Milwaukie Hospital (PMH)

BARGAINING UPDATE #2



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ONA Executive Committee:

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Catherine Nelson
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Nurses Take the Lead as ONA Contract Negotiations Begin

Your Oregon Nurses Association (ONA)/Providence Milwaukie Hospital (PMH) negotiating team met with PMH's administration Monday, April 25 to begin negotiations for a successor to our expiring ONA contract. Our current contract expires May 31 and another wage increase is not due until Jan. 1, 2018. The Hospital's negotiating committee was greeted by a contingent of ONA/PMH nurses who delivered a passionate statement about the Hospital's need to take action to improve the conditions under which nurses are providing care and to, "keep PMH safe for patients and nurses" (Please see "ONA/PMH nurses make a statement").

The ONA/PMH negotiating committee then delivered 92 separate proposals, many of which were designed to improve patient care, reduce nurse fatigue, ensure appropriate staffing and equipment, and improve educational

"It's the conditions under which we are expected to provide care to our patients that concern us the most,"

SPU nurse Sarah Puskartis delivered this message to the Hospital's administration on behalf of ONA/PMH nurses.

opportunities and incentives for all nurses at PMH. For a look at all of the proposals made by ONA/PMH nurses, see the Proposal Tracking Form that is be posted on our [ONA/PMH webpage](#). The next date for negotiations is May 9.

The PMH administration was not prepared to make any proposals of their own on this first day of negotiations.

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ONA/PMH Nurses Make a Statement

Somewhat to the surprise of the Hospital negotiating committee, a contingent of nurses from PMH appeared at the negotiations site wearing their "Keep PMH Safe" stickers to support their coworkers on the ONA committee and to deliver a strong message to the Hospital that nurses

are serious about improvements to working conditions for nurses.

See page 2 to read what senior psychiatric unit (SPU) nurse Sarah Puskartis told the Hospital's committee.

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Nurses Take the Lead

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The Hospital's negotiating team consists of:

- PMH Chief Nursing Officer Lisa Halvorsen
- PMH Human Resources Director Julie Smith
- PMH Emergency Department Nurse Manager Jessica Tegner
- PMH Medical Surgical Unit Nurse Manager Stephanie Reichert
- Providence Attorney Dennis Westlind
- Maria Brignola, Program Director SPU
- Chris Hatch, Manager SPU

Nurses Make a Statement

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"We nurses bring to our profession a uniform passion, not seen in any other professions. That is because we are on the front line, taking care of human beings, in life or death situations, every day. We interface with patients, assess them, moderate pain, administer treatment, assess treatments' effects, document, and collaborate on further action for the patient's recovery. How can anyone not be passionate about such a calling? So negotiations, to us, are much more than bland discussions about wages and benefits. No. It's the conditions under which we are expected to provide care to our patients that concern us the most. And that's why so many of our proposals today are calculated to improve our ability to provide quality and compassionate patient care.

Once upon a time, the Sisters of Providence had a mission that



ONA/PMH nurses Susan Claybaugh, Michelle Szydowski, and Grace Wick wore their "Keep PMH Safe" stickers Monday and Tuesday in support of the ONA/PMH Negotiating Committee.

was nurse and patient-centered.

Unfortunately

we've seen that mission deteriorate. We've seen too much emphasis on the competitive strength of Providence the company, cost-cutting, and trimming of staffing to the bare minimum. In the process we as nurses have struggled to provide the kind of care that builds the confidence of patients and their families because too often we are running, running, to make up for lack of staff. Caring for a human life requires more time and thought than we are allowed.

More recently we've become concerned for the safety of our patients, our families and our staff.

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Your Negotiating Committee

Our ONA/PMH Negotiations Committee includes ONA attorney, Tom Doyle, our five member Executive Committee (ONA floor nurses at PMH), and one additional nurse representative from most units not currently represented by a member of the Executive Committee.

Please feel free to speak or correspond with the members of the Negotiations Committee about any concerns you have about our contract, wages and benefits, and working conditions at PMH.

- **Marie Teela** (ED)
marieteela@comcast.com
- **Laurie Nilsson** (Med/Surg)
ljkalder@gmail.com
- **Renee White** (PACU)
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- **Jeanine Ramirez** (Med/Surg)
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- **Catherine Nelson** (PACU)
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- **Penny Collyer** (ICU)
Pennyc2000@gmail.com
- **Julie Davison** (Surgical Services)
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- **Tracey Hylton** (Senior Psychiatric Unit)
tjphrn@gmail.com

Nurses Make a Statement

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Reports out of some units regarding inadequate staff putting patients and staff at risk are alarming. We need immediate action by PMH management to provide safe nurse staffing in the SPU, on Med/Surg, and throughout the Hospital. We need nurses to have real authority to determine the appropriate staffing levels for each shift, according to the needs of our patients. We need real clinical support from supervisory personnel and we need real relief from

dedicated relief nurses for nurse breaks and meals. Too many nurses are working straight through their shifts.

We are here today because we are serious about this. Many nurses could not make it today, but please know that the bargaining team has our full support”

- Sarah Puskarits, RN (SPU)

Your PNCC Working For You

As your elected professional nursing care committee (PNCC), our primary goal is supporting you, the PMH nurses, in obtaining continuing education to expand your nursing skills and knowledge. We support and encourage you all to seek the most current evidence-based practice available. This knowledge is an added benefit to our patients and co-workers because it allows us to provide safe and competent care and increases employee satisfaction.

This year, our nurses demonstrated their commitment to providing the best care possible by maximizing this resource. We used \$17,683.44 out of an available \$18,000 for the year towards education, ONA conferences, and travel expenses. The paid hours provided were 272 from our individual units and 648 hours out of a 900 hour bank available each year of PTO for educational conferences.

We are nearing our education bank maximums as the number of nurses we have at PMH continues to expand with the opening of the SPU and the expanding our resource RN pool. We have requested additional funds for the PNCC education bank so that all our nurses can continue to reap the benefits of this great opportunity.

If you have any questions contact your PNCC members:

- ICU/RESOURCE: Elizabeth McGovern EXT# 38575
McGovern.Elizabeth@providence.org



Your ONA/PMH Professional Nursing Care Committee (left to right): Sarah Puskarits, SPU; Suzanne Rogers-Lipse, ER; Renee White, OR/PACU; Millie Kraus, Med/Surg; and Hannah Gunderson, ASU/ENDO.

Not pictured: Elizabeth McGovern, ICU/Resource

- MED-SURG: Millie Kraus EXT# 38525
Kraus.Milagros@providence.org
- ER: Suzanne Rogers-Lipse EXT# 31031
Rogers-Lipse.SuzanneM@providence.org
- ASU/ENDO: Hannah Gunderson EXT# 38521
Gunderson.Hannah@providence.org
- OR/PACU: Renee White (Chair) EXT# 38543
White.Rhonda@providence.org
- SENIOR-PSYCH: Sarah Puskarits EXT# 38080
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