St. Charles Reaches a Tentative Agreement!

Nurses at St. Charles Medical Center in Bend (STC-B) successfully reached a tentative agreement with hospital management early in the morning on Thursday, June 8, after more than 40 hours of negotiations over the previous two days, including working with a federal mediator.

Having reached this tentative agreement, nurse leaders from STC-B called off their planned strike, which was set to begin on Monday, June 12, 2023. Voting to ratify the tentative agreement will begin later this week following detailed discussions of the proposed agreement with the nurses.

To learn more details about the content of the tentative agreement click the QR code.

Prov Statewide Update

ONA Bargaining teams for Providence Portland, Providence Seaside, and Providence Home Health and Hospice ended mediation in the early morning on Thursday, June 8, following 19 frustrating hours of minimal movement while Providence refused to listen to urgent calls from nurses and clinicians.

Oregon’s largest health system and one of the largest nationally, Providence generates over $27 billion in revenue nationally. Meanwhile, Providence executives’ failure to listen to frontline caregivers has led to a worsening staffing crisis and has eroded the standard of care across the healthcare continuum.

Providence’s proposals last week failed to appreciate those caregivers who have given the most to Providence.

Whether they are unwilling or unable, Providence simply hasn’t done what’s necessary to reach an agreement with 1,800 nurses and clinicians; time is rapidly running out. Caregivers have been preparing for negotiations for over a year and negotiating in earnest for more than eight months. It’s simply inexcusable for Providence’s team of administrators and lawyers to contribute to significant delays in negotiation

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progress.

On June 8, ONA issued 10-day notices of commencement of strikes at Providence Portland Medical Center, Providence Home Health and Hospice, and Providence Seaside Hospital beginning Monday, June 19.

The bargaining team remains hopeful that they can reach an agreement on a fair contract. All three ONA bargaining teams are committed to negotiating during the 10-day notice period in hopes of reaching fair contract agreements that avert strikes. The Providence teams thank you all for your solidarity and continued support!

PMMC ER Docs continue to demand to bargain amidst administrative charges

In mid-May, Chief Medical Officer, Dr. Jason Kuhl notified the Emergency Department (ED) providers by email that they were now going to be expected to cover certain procedures in the ICU on night shift. Members of the Southern Oregon Providers Association (SOPA) respectfully informed Dr. Kuhl that this was not something they could agree to do as it would create a dangerous situation where the ED would not have a physician present while that person was in the ICU supervising an airway procedure. This is a directive Dr. Kuhl tried to implement in the past and the ED providers were successful in getting him to back off. This time, he has decided to “ghost” these providers and pretend he didn’t receive their emails or voicemails objecting to the change. Now that the ED providers have formed a union, the hospital is obligated to notify the union of a change like this prior to implementation and is also required to meet to discuss the impacts. Dr. Kuhl has done neither and instead is choosing to violate labor law. Associate Medical Director, Steve Badke, who is a member of SOPA, continues to try to engage Dr. Kuhl on this matter but has received no response. SOPA’s labor representative sent Dr. Kuhl and Human Resources a “cease and desist” notice and a demand to bargain which has also been ignored. As of now, the Emergency Department physicians are left to wonder if they will have to face a situation where one patient’s life is put at risk while they care for a critical patient in another unit. SOPA and their labor representatives continue to push the hospital to withdraw this directive and staff the ED and ICU appropriately. ED providers appreciate all the continued support of Providence Nurses as we continue our efforts to bargain for a fair contract!

Meet Your New Labor Representative: Jaki Salgado!

Hi! My name is Jaki Salgado, I live in Medford OR and have been organizing workers in the labor movement since 2015. Most of my time was as an internal organizer representing long term care providers with SEIU Local 503. I am so excited to work with ONA as your labor representative and look forward to getting to know you all and learn from you on how to best support nurses at Providence Medford!

You can contact me via cell phone (541) 743-5158 or by email Salgado@OregonRN.org.
Non-Violent Communication Training Through Providence

Providence Medford Medical Center is providing Non-violent Communication Cohort Trainings in efforts to enhance communication and de-escalation to ensure physical and emotional safety. In efforts to collaborate in sharing this information, click on the cohort training QR code for more information. Please note there are three classes per cohort. You must take all of them in order as they build upon each other.

Check Your Timecards

Double check your timecards for differentials, overtime or certification pay.

If you have any issues that are unresolved please reach out to your steward or ONA Labor Representative Jaki Salgado by cell phone 541-741-5158 or email Salgado@OregonRN.org

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.
Staffing Request Documentation Form (SRDF)

Do you know what a SRDF form is, why you would fill one out, where to find the form and who to turn it in to?

Have you ever had one of those shifts where you knew you were stretched too thin and struggling to provide safe patient care? This is the time to submit a SRDF.

Copies of the SRDF should go to ONA, your employer, your staffing committee or PNCC chair, and keep a copy for yourself.

**SRDF Process**

Oregon Nurses Association has provided a means by which staff nurses could report when nurse staffing on their unit/shift is insufficient and/or unsafe since 1997. The report is part of the ethical obligation of nurses to report when provision of “safe patient care” is, at the least, not supported or at the most, impossible. When a nurse on a shift is faced with staffing which is imminently or potentially unsafe according to the various causes of unsafe staffing, it is intended that the nurse:

a) Notify someone in the chain of command,
b) Ask for additional staff, and
c) Ask for a response in a reasonable period of time, e.g., minutes, hours.

The diagnostic reasoning based on professional practice is conducted as to the cause. Following this, the nurse assumes the patient care load as assigned, asking for help as they need. At the end of the shift, or within 48 hours, the nurse completes the form.

**Online SRDF Submission**

You can complete the form online below. The process does include the following steps:

1. Complete the form and submit.
2. You will receive a confirmation email with a completed PDF version of the SRDF attached.
3. Please either print or email copies of this SRDF completed form to your employer, your staffing committee or PNCC chair, and keep a copy for yourself.

If you do not receive a confirmation email or have any difficulties throughout the process, contact ONA at SRDF@OregonRN.org or call 503-293-0011.

Click here to complete an SRDF