Bargaining Kick Off!!

ONA Caregivers Have Unprecedented Power in 2023-2024 Bargaining!

Bargaining is about power, and ONA nurses and caregivers are entering our upcoming bargaining cycle with the most power we've ever had when negotiating with Providence Medford Medical Center (PMMC). Upcoming in 2023-2024, ONA Providence caregivers have many contracts opening within weeks of each other. At some locations we are adding doctors or midwives while others are mapping out their first contract.

Providence Oregon makes around $4 billion annually with patient care revenue through its hospitals and clinics. Below is a table that displays our unprecedented power to achieve our goals. ONA caregivers working in 10 units contribute to services accounting for 70 percent of Providence Oregon’s patient care revenue.

2023-2024 is ONA caregivers' opportunity to address years of misguided decisions by Providence’s corporate executives; see the weight of our bargaining leverage in the table below!

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<thead>
<tr>
<th>Bargaining Unit</th>
<th>Month Each Contract Opens</th>
<th>Annual Revenue by Workplace</th>
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| Women’s Clinic       | September 2023            | For 2023-2024, ONA caregivers have many contracts opening within weeks of each other. At some locations we are adding doctors or midwives while others are mapping out their first contract.

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<td>Providence Newberg</td>
<td>September 2023</td>
<td>$151 Million</td>
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<tr>
<td>Willamette Falls</td>
<td>September 2023</td>
<td>$157 Million</td>
</tr>
<tr>
<td>Providence Medford</td>
<td>December 2023</td>
<td>$239 Million</td>
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<td>Providence Hood River</td>
<td>December 2023</td>
<td>$113 Million</td>
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<tr>
<td>Providence Milwaukie</td>
<td>February 2024</td>
<td>$128 Million</td>
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Join us at our Bargaining Kick-Off BBQ Across Multiple Units!

ONA bargaining team members, stewards, and rank and file caregivers in our nine units with contracts set to open, are kicking off negotiations with BBQs that will include food, drinks, cornhole, and other games on Saturday, Aug. 19 from noon to 3 p.m. at Westmoreland Park Picnic Site H (7530 SE 22nd Ave, Portland, OR 97202).

Most importantly, we'll have an overview of ONA members' unified bargaining priorities as we prepare to win precedent setting contracts.

Click here to RSVP.

Medford Providence Nurses,

Wear your black and green scrubs!

We will be doing rounds on Saturday, Aug. 19, sharing treats, ONA gear and taking pictures to show solidarity and unity as we begin our negotiations! Stay tuned for more details!

Bargaining Survey

As we prepare for negotiations at Providence Medford Medical Center (PMMC) this fall, we want to hear from you! The results we garner from this survey and conversations with your bargaining team, will set the priorities we will push for at the bargaining table!

The survey opens Thursday, Aug. 10, 2023 at 9:00 a.m. and closes on Monday, Sept. 11, 2023 at 5:00 p.m.

Scan the QR code with your phone or follow the link below: https://www.surveymonkey.com/r/2023ONAPPMCBargainingSvy

Staffing Committee Elections

With the new Oregon Staffing Law (HB 2697) passed, nurse engagement will be critical as it is implemented. Nominations and elections for Providence Medford’s Staffing Committee will be held in Aug. 2023 electronically. You must be a member in good-standing of ONA to run and vote. If you are interested in learning more, please contact your labor representative Jaki Salgado at Salgado@OregonRN.org.

Staffing Committee Positions that will be open are below:

- ICU/Primary
- ICU/Alternate
- ER Primary
- ER Alternate
- Medical Surgical (2E) Primary
- Medical Surgical (2E) Alternate
- Birthplace Primary
- Birthplace Alternate
- Operating Room Primary
- Operating Room Alternate
- PACU Primary

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Staffing Committee continued from page 2

- PACU Alternate
- SDU/SSU Primary
- SDU/SSU Alternate
- Medical Telemetry (2W) Primary
- Medical Telemetry (2W) Alternate
- Impatient Rehab (IRF) Primary
- Impatient Rehab (IRF) Alternate
- Heart and Vascular Primary
- Heart and Vascular Alternate
- Float Pool Primary
- Float Pool Alternate
- Clinical Decision Unit Primary
- Clinical Decision Unit Alternate
- Non-RN Direct Care Caregiver Primary

Nomination & Election Timelines

- Nominations Open: Thursday, Aug. 17 at 8:00 a.m.
- Nominations Close: Thursday, Aug. 31 at 12:00 p.m.

Elections will be held Wednesday, Sept. 6 at 8:00 a.m. and close on Thursday, Sept. 14 at 12:00 p.m.

Would You Like to Join the Contract Action Team?

We know that negotiations and what happens at the bargaining table are important, but that is only half of the efforts for a strong contract. For a successful campaign and to build power, we will need to make sure everyone takes action. Your contract action team (CAT) is made up of strong leaders and activists on the floor in each unit that engage members and help relay messages as needed during negotiations. This is a great opportunity for those who would like to be engaged in negotiations but may not be able to commit to being on the negotiations team. If you are interested in learning more, please contact your executive team leaders or your labor representative, Jaki Salgado, at 541-743-5158, Salgado@OregonRN.org to learn more!

Membership: Why is it Important?

Membership is the foundation of a strong unionized workplace. As we head into negotiations, our membership engagement will determine how much pressure and influence we have at the bargaining table.

One of the first ways you can take real action towards a fair contract is to become a member today and join your co-workers in solidarity for a fair contract! Only full dues paying members can vote on the contract.

You can join today by contacting ONA member services via email: Memberservices@OregonRN.org, or go to www.OregonRN.org/Apply.
Welcome Caroline Allison and Hannah Groen to the Executive Team

The Executive Committee would like to welcome Caroline Allison and Hanna Groen to the team! Caroline will be serving as the new Secretary and Hanna as a negotiator during our bargaining this fall. Both are passionate and committed about advocating for PMMC nurses and we are so excited to have them joining the team!

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](mailto:SRDF@OregonRN.org) or call 503-293-0011.

[Click here to complete an SRDF](#)