Unfortunately, after a robust mediation session that lasted until the early morning hours and which led to significant movement we were still unable to reach an agreement we could recommend to the Oregon Nurses Association (ONA) bargaining unit. The process allowed us to gain and share information that brought us close to a deal, but ultimately we could not reach an agreement.

Our priorities remain our ability to recruit, and retain staff, schedule and staff appropriately to provide safe patient care. Inconsistent scheduling patterns, and increase patient assignments due to our inability to hire and retain staff has a negative impact on our community. The increased use of Travel nurses has an increased expense to the hospital. We are frequently training nurses for six months only to watch them leave for better working conditions and pay across town and out of the area.

As discussions progressed, it was clear that we have a very different perception of staff satisfaction and retention factors. We attempted to get agreement on a contract you could support. While we were unsuccessful to this point, we remain committed to achieving an agreement.

Next steps
Our next step is to increase community awareness of the issue we are experiencing at Providence Medford Medical Center (PMMC). That includes sharing our stories about our working conditions and how it impacts patient care, posting signs in support of the nurses in cars, businesses and yards, attending the picket sign making event on Saturday, April 7 from 1000-1200 at the Oregon Education Association (OEA) Building, 2495 S. Pacific Highway, Medford. (Supplies will be provided), signing the online petition in support of the nurses and signing up to join us on the picket line.

Picketing is scheduled for Tuesday, April 10, 2018 from 7-9 a.m. and again from 3:30-6:30 p.m.

Families and friends are encouraged to join us in showing their support for better working conditions that will result in better patient care.

For more information or to get a sign in support please contact Bruce@OregonRN.org.

To sign up to participate in the picket go to https://www.facebook.com/events/1669797026430320/ or https://bit.ly/2Hb9S5b

To sign the petition go to https://actionnetwork.org/petitions/supportnurses
What’s Happening with Nurses at Providence Medford Medical Center?

Nearly 300 local nurses at Providence Medford Medical Center have been working for months to reach a fair contract agreement with Providence Medford in order to provide our community members with safe, appropriate health care.

Your local nurses are members of the Oregon Nurses Association (ONA). We have already volunteered hundreds of hours to try to reach a fair contract agreement with the hospital. Despite our best efforts, we have been unable to reach a mutual agreement and nurses have been working without a contract for more than three months.

Contracts directly affect the care you receive when you or your family members visit the hospital. That’s why we’re asking the hospital to work with us to make the changes we need so we can continue providing the quality care you and your family members rely on.

In the last few years, we’ve seen Providence Health Systems grow to become one of the largest and wealthiest health care networks in the nation, but in our local hospital, nurses aren’t always given the tools and support we need to provide the best care for our community.

Sign nurses’ petition to show your support:
www.ActionNetwork.org/Petitions/SupportNurses

The issues we’re advocating for at the negotiation table will help us recruit and retain the local nurses we need to address the problems we’ve seen and provide the care you deserve.

The main component of safe, appropriate care is having enough qualified, well-trained staff. In recent years, we’ve seen more than 50 percent turnover in our nursing staff, leading to understaffed units, overworked nurses. When there aren’t enough nurses, patient care suffers.

Nurses are focused on reaching a fair contract agreement that allows us to retain outstanding nurses, recruit additional help, and ensure nurses and hospital staff have:

- **Appropriate backup** so nurses can safely take their legally-required ½ hour meal break during 12-hour shifts and know their patients are being cared for.
- **Adequate training and orientation** for staff before being floated to new units.
- **Competitive compensation** that recognizes health care providers who have advanced education, training and specialized skills.
- **Consistent, predictable schedules** so nurses can maintain a work/life balance and participate in our family life and our communities.

If you’d like to get involved to help us improve our community’s health care, please contact:

Susan Bruce, 541-261-8359, bruce@oregonrn.org
Dan Richmond, 541-625-0389, drichmond1000@msn.com

Sincerely,
Your local ONA nurses at Providence Medford