After a long hiatus, negotiation will resume virtually at PMMC on Monday, Nov. 16. A second session has been scheduled for Monday, Dec. 7.

During negotiations in May of 2020, ONA nurses and administration for Providence made a decision to put negotiations on hold due to the pandemic. The nurses on the negotiation team felt a break was in order so that nurses could cope with the individual impacts the pandemic was having on their community, families and lives.

The ONA team wanted nurses and the hospital to focus on how to maintain safety in this ever-changing new world of COVID-19.

Now that we have had time to adjust and learn new ways of being vigilant for our patients' and communities' health and safety, we believe it is time to sit down with administration.

It is time to plan what the nursing future will look like at PMMC. It is time to recognize the extreme dedication that the nurses at PMMC have shown through this most difficult time.

Negotiation Survey Goes Live Nov. 2

The ONA/PMMC negotiation team is asking for the you to help with negotiations by taking a survey that helps the team prioritize the needs of the bargaining unit.

The survey will go live on Nov 2 and will close on Sunday, Nov. 8 at 11:45 pm (23:45).

An email blast will be sent to ONA nurses to encourage participation.

The purpose of this survey is to obtain your opinion about various issues that will be discussed in the upcoming contract negotiations. Each section of the survey covers a different topic e.g. wages, benefits, scheduling, work environment, safety, and nurse staffing. Space is provided at the end for additional comments.

Your opinions and comments will be used by your bargaining team to
formulate contract proposals to address these issues and concerns and set priorities for bargaining. Please fill out the survey as completely as you can. Your responses will be kept confidential and your name will never be used in connection with your responses. Take the survey before it closes on Sunday, Nov 8.

Please spread the word and get it done ASAP it will only take 10-15 minutes.

Thank you very much for your help!

Your PMMC ONA Negotiation Team

Collective Voices at PMMC Help Bring to Light Unhealthy Work Environment

Recently, complaints and concerns were elevated to Providence Medford senior leadership regarding the behavior and management style of an inpatient manager.

Integrity complaints, intimidation tactics, and contract violations had been reported by ONA members along with other staff to HR for years at PMMC. Nurses even signed petitions in mass on two separate occasions asking PMMC nursing leadership to address the behavior.

Unfortunately, the issues did not get adequately addressed until recently. ONA nurses and their coworkers continued to stay vigilant through the years in pushing for a resolution. At last it appears the combined voices were heard by the right administrators and the manager was placed on administrative leave and an investigation by HR commenced.

Several nurses and possibly other PMMC employees were interviewed by HR. Thankfully, over the years many have spoken up. There was documentation and widespread complaints of poor management behavior which we are confident provided ample evidence of the situation to Providence senior leadership. We are pleased that Providence thoroughly investigated the matter and made the right call to address the situation.

This provides a valuable lesson to the benefits of collective action, speaking up for safety and what is just, and why escalating up the chain of command is so important if an issue has not been addressed at a prior level.

Unhealthy work environments contribute to significant disruptions to hospital operations including turnover, wasted resources, toxic workplace behaviors, and ultimately the quality of patient care. ONA and Providence have a mutual interest in maintaining healthy work environments, which in turn leads to healthy productive staff, and better patient care.

There is a saying “an ounce of prevention is worth a pound of cure.” It is important to understand the value and specifics of your contract. When issues arise, it is important to understand informal resolutions are encouraged, it is okay to be assertive, and you have access to a grievance process and ONA representation to help resolve issues that are not informally resolved at the lowest level.

The hospital and our nurses have agreed to a contract and certain expectations, it is important to be able to follow and ensure its interpretation is accurate. We are planning trainings and opportunities to better know your contract, help prevent unhealthy workplace practices, and promote collaboration with management to make PMMC an even better place to work.