

AUGUST 16, 2024

ONA NURSES AT PROVIDENCE MEDFORD MEDICAL CENTER

NEWSLETTER



PMMC United & Resolved

Our elected union leadership will bring back contracts that our members would vote yes for as soon as they're offered, but until we win them we continue to ask every caregiver to remain committed to win market standards and permanent power.

Join one of our membership meetings to discuss our plan to leverage additional power across Providence, learn about our next steps to win, review our campaign calendar, and learn about provider and MD escalating actions!

Member Meeting Dates:

- Thursday, August 22 at 5 p.m.
- Thursday, September 5 at 5 p.m.
- Wednesday, August 28 at 7:30 p.m.
- Thursday, September 12 at 7:30 p.m.

Join via Zoom!

Join the meeting by clicking the link or scanning the QR code

[https://us06web.zoom.us/j/83289444807?
pwd=CgnAQZtSyJRnAJc8Wf2J3ntQYrX8ei.1](https://us06web.zoom.us/j/83289444807?pwd=CgnAQZtSyJRnAJc8Wf2J3ntQYrX8ei.1)

Meeting ID: 832 8944 4807
Passcode: 258603



Providence Medford Bargaining Petition

Sign the petition by clicking the link or scanning the QR code below to stand with our negotiation team, illustrate our disappointment with management, and raise up our voices!



Sign the petition today!

<https://www.surveymonkey.com/r/PMMCPetition>

Updates on Association Grievance in response to Nurse Lockout

On July 6, 2024 your executive team filed an association (group) grievance on behalf of all nurses affected by Providence medical center's decision to selectively decide on some employees to return to work while refusing entry to other nurses who participated in the strike and were previously scheduled to return to work on June 21 and June 22 after the strike concluded.

The medical center's refusal and delay in reinstatement of employees constituted an unlawful partial lockout in violation of the National Labor Relations Act (NLRA), which the Association has filed as an unfair labor practice. The hospital's decision to lockout nurses also resulted in multiple violations of our Collective Bargaining Agreement (CBA).

Upon returning to work, nurses discovered their schedules had been altered without their consent. Among these changes were “canceled” schedules, “unpaid time off”, and “unexcused absences” and prevented by the medical center from returning to work.

We firmly believe the Medical Center has violated Articles 3.1 Nondiscrimination, 3.1.1 Association Membership and Activities, 4.5-4.51 Notice and Report Pay, 5.1 Work Schedules, 7.2 Discipline, and 7.4 Attendance.

Your executive team met with the Medical center on Thursday August 15 to discuss the details of this association grievance. See below our proposed resolution. We will update our bargaining unit after we hear back from the medical center in 15 days.

Updates on Association Grievance in response to Nurse Lockout...continued

Proposed Resolution:

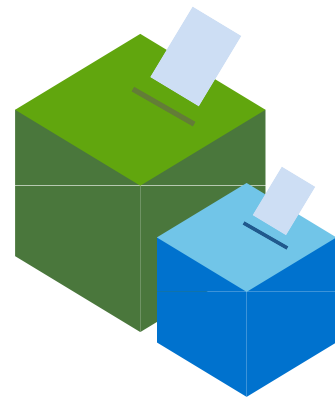
1. Cease and desist all documented 'unexcused absence' statuses from impacted nurses' schedules and all changes that would be considered unplanned, unreported absences and which could result in disciplinary action or occurrences.
2. Reimburse any and all affected locked out nurses pay per scheduled hours, applicable differentials, standby status, loss of accrued PTO and make whole in every way nurses who were scheduled to work on June 21 and June 22, 2024.

Grievance and Contract Issues

If you are experiencing issues with PTO, or other contract issues please be sure to first submit an HR ticket. If the issue is not resolved, contact an executive team member or your labor representative immediately after.



EXECUTIVE TEAM NOMINATIONS OPEN **AUG. 19**



It is time for elections for the upcoming 2024-2026 Executive Committee! ONA is member led and the Executive Committee is integral as they will be the new leadership of nurses who will negotiate your next contract and lead in building our union strength at Providence Medford Medical Center.

Nominations Open: Aug. 19 at 10 a.m.

Nominations Close: Aug. 26 at 5 p.m.

You may self nominate or nominate someone else. Nominees must be dues-paying members in good standing. Voting will be by dues paying members.

Stay tuned for an email and text link with more details as soon as the nomination goes live!

Important: Your current elected negotiation team will continue our current negotiations and remain in place until the ratification of our successor agreement.