Rally to Protect RNs

On January 20th from 4:30-5:30 p.m. 200 nurses and community supporters gathered at Providence Office Park to rally and demand that Providence settle a fair contract and take immediate steps to support caregivers. Notable appearances at the rally included State Representatives Travis Nelson and Rob Nosse, and newly elected BOLI Commissioner Christina Stephenson. This rally sends a message to Providence executives that we are ready and willing to fight for a contract that protects nurses and patients in our community.
Next Bargaining Date

We were disappointed to receive only five counterproposals from management despite presenting more than 25 proposals in the past few months. It is clear that Providence does not see this contract as an urgent issue to address and we need to show them how important this is to nurses and patients. Please show your support by coming to observe bargaining sessions, talking about the contract with your coworkers, wearing ONA brands at work (which is a protected union right), and showing up to rallies and ONA contract events. The next bargaining session will be in the PPMC social room on February 2 from 10:00 a.m. to 5:00 p.m.

No MLK Day holiday pay for nurses says Prov

Providence has so far refused to pay unionized nurses holiday pay for MLK day in 2023 despite requests from the bargaining committee to do so. All employees at PPMC not covered by a bargaining agreement received holiday pay this year for MLK day.

The bargaining committee spoke with PPMC management at bargaining on January 17 and asked them why MLK Day wasn’t being recognized for PPMC ONA RNs. The hospital executives said that last year was a “one-off”, and it’s not in the contract so therefore not guaranteed this year. MLK Day was paid as a holiday last year. The bargaining committee asked them for mutual agreement to include PPMC RNs for MLK Day pay and to get this resolved by the end of the pay period. They responded that they will “take our request into consideration,” and they expect to have a response to us by our next bargaining session on February 2.

Ironically, and as we mentioned before, PPMC did include MLK Day in their counter-proposal on holidays they gave us that afternoon, although they made it clear that they intend it to be effective starting next year, for what that’s worth.

Union Stewards

Steward meeting February 9 at 5:30 p.m. or 8:00 p.m. The same items will be discussed at both meetings. If you are a steward please check your personal emails for a zoom invite that was sent out on January 19.

If you are interested in becoming a steward please reach out to Jeanette Noah at j2drescue@hotmail.com
New PNCC Chair

Welcome Karissa Lazar from the emergency department (ED). Karissa will be our new PNCC Chair and member of the bargaining committee. Here is what Karissa says, “I have been at PPMC for 8 years now, spending the last three years in the ED and the first five years in Float Pool. I chose to step into the role as PNCC Chair because I want to support a platform that utilizes reason, justice and research to support nurse practice and development.”

The scope and focus of the Professional Nursing Care Committee (PNCC) is to be the voice of staff nurses on issues of quality nursing care, safety of patients, working environment and the advancement of nursing care at PPMC. We hope to provide resources, promote continuing education and conduct research projects.

We are seeking new members that are interested in supporting their fellow nurses in best practice and professionalism. Please reach out to Karissa Lazar (Lambert) karissa.lambert@providence.org for more information. FYI, you are paid to be a member of this committee!

Grievance Updates

**Care Management Grievance & Arbitration Win!**

Following nearly 3 years of struggle and continual denial of their appeals for a reasonable staffing plan, PPMC RNCMs won their grievance to establish a staffing plan! A neutral arbitrator heard arguments from the union and from PPMC. The arbitrator decided in our favor, directing management to establish a staffing plan for RNCMs. Please congratulate RNCMs as you see them, and please offer them your support to establish sustainable staffing levels for their important work!

**Just Cause & Wrongful Termination Grievance Win!**

There are additional grievances underway at PPMC. Here is an example of a real situation that occurred and how the contractual grievance process helps. A nurse with more than 20 years of experience was fired for an erroneous and completely unfounded allegation of a HIPAA violation. The nurse reached out to our union for help because they felt they had been wrongly terminated. Together, the RN, along with our support, went through the grievance process as outlined in our contract. After reaching step 3 and meeting with the CNO it was determined that the nurse was in fact wrongfully terminated and the termination was undone and the nurse received back pay for missed work.

Unfortunately, stories like these are common. If you believe you or your team have experienced a contract violation, reach out to your Union Steward, a PPMC Officer or our Union Rep. Are you interested in helping other nurses go through the grievance process?

Consider joining our Grievance Committee. Please contact Christy Bernier at cunningham4025@comcast.net for more information.
Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

You Know It Matters ● You Know You Care ● Help Make an Impact!

Bargaining Team Drop-ins

PPMC Labor Representative Seth Moore and various bargaining officers will be present at the Fountain Café on the following dates and times:

**Day**
11:00 a.m.-1:00 p.m.

**Night**
11:00 p.m.-1:00 a.m.

These drop-ins are an opportunity to ask questions, get updates, share support, and discuss issues that are important to you.

We look forward to meeting you!

Take a few minutes to write down your story and submit it to [www.oregonrn.org/nursingstories](http://www.oregonrn.org/nursingstories)
Join the Hospital Nurses Staffing Committee (HNSC)

Direct care nurses ensure that unit staffing plans meet the needs of nurses and patients, and the hospital requirements around how care is delivered. We also provide the units we represent with guidance in how to escalate the need for more staff and encourage nurses to report episodes of inadequate staffing in the SRDF form or the complaint form with the Oregon Health Authority. In addition, we make sure that nurses feel empowered to speak up during the planning process to get their concerns about staffing levels fixed in their staffing plan.

Submit your intent to serve form anytime between now and April 15 using the link or QR code below: [https://www.oregonrn.org/page/PPMC-StaffingCommittee-Nom](https://www.oregonrn.org/page/PPMC-StaffingCommittee-Nom)

Below are the positions open for election:

- **Position 1 - Medical**: 5R, 5G, 4K, 4L
- **Position 3 - Cardiac**: 2G, 2R, 5K
- **Position 5 - Behavioral Health**: 5L, 6L
- **Position 7 - Emergency Department**
- **Position 9 Oncology**: 7N, 7S, OP infusion, Radiation Oncology

Elections will happen during Nurses Week, with orientation for the positions in June!

If you have already submitted your intent to serve form, thank you and you are in the running. Even numbered positions had their elections last year, and will be held again in 2024.

If you are float pool and want to join the committee, you must have regular patient assignments in the division you represent when you float there to work.