

PROVIDENCE PORTLAND MEDICAL CENTER NEWSLETTER

ONA

Caring for Oregon



LEADERSHIP AND INFORMATION

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Labor Representatives

Jill Pham
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Pham@OregonRN.org

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HNSC UPDATE

Your hospital nurse staffing committee met on 9/17 and discussed the staffing concern form and some adjustments that need to be made. We appreciate all the forms that have been submitted so far and encourage everyone to continue filling it out when you have a staffing concern. PPMC management then shared that we would be moving to using the built-in Epic acuity tool in the future, and that it had just been green-lighted by our regional director. The committee discussed continuing forward with the current med/surg acuity tool that has just been created and we will revisit/update each plan when the Epic acuity go-live takes place. The charge nurse committee that has been tasked with coming up with final maximum numbers for assignments/units will meet in October to hopefully finalize them. If that occurs, we then anticipate staffing plans to start being presented to the staffing committee and voted on. Towards the end of the meeting, Lori Green (CNO) and Sherri Kulink (CEO) came to the meeting to discuss direct care concerns over waiting for passed plans to increase CNA staffing numbers. The direct care staff on the committee continue to express sincere interest in getting staffing plans passed while ensuring they will allow us to provide safe care to our patients. If you have any questions or concerns, please reach out to your HNSC rep or visit the HNSC Sharepoint site for meeting minutes, documents, etc.

TASK FORCE UPDATE

We recently heard of some floors who were granted extensions to complete their HealthStreams while other floors were issued coaching/counselings. When we brought this to management's attention they said that those managers that granted extensions did not follow proper protocol. Our position remains that everyone should be treated equitably and fairly. We continue to raise issues with the Factor List; we now have two open grievances about this specifically. Management continues to ask that we renegotiate the terms of this where we remain firm that no one should be mandated if the Factor List is incorrect. The 9th floor plan continues forward with the 9S patients and staff opening it on 4G while the 9th floor is still being worked on. The 9N floor will open in 2027.

LEADERS WALK BACK STATEMENTS ABOUT THE DISCIPLINARY PROCESS

The September newsletter stated that PPMC leaders clarified that managers are encouraged to follow a 4 step process for corrective action, beginning with a conversation. During the September Task Force meeting the leaders retracted this. The escalation generally begins with coaching and counseling. This is often a conversation, but the manager should clearly indicate, often in writing, that it is coaching and counseling. This is followed by:

1. Documented verbal warning,
2. Written warning, followed by,
3. Termination of employment.

Coaching is not technically a part of the corrective action process and is not placed in your personnel file. It serves as a warning.

You can learn more by reading Article 11 of our contract. We continue to see many investigatory meetings regarding medication administration across the house. Please continue to reach out to a steward, ONA leaders, or an labor rep with any concerns and questions around this.

**VIEW THE
CONTRACT HERE**



PNCC UPDATE

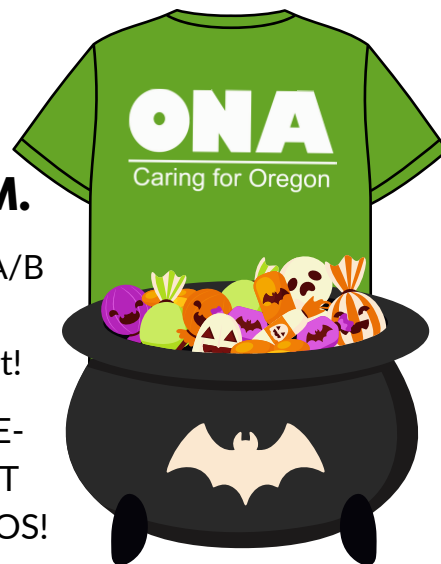
The PNCC developed a safe and ready room guide to ensure that each room has sufficient supplies and functioning equipment. This task would be ideal for those on light duty. Stay tuned for more info!



**WEDNESDAY
OCTOBER 28
11:00 A.M. - 3:00 P.M.**

Come by conference rooms A/B
on the 28th to
grab some treats and a shirt!

THIS IS ANOTHER HOUSE-
WIDE SOLIDARITY EVENT
WITH OUR TECHS AND PROS!



RETIREMENT ARBITRATION



Last month we shared that we were still in the process of scheduling the retirement grievance arbitration. We are so excited to share that we have dates scheduled for arbitration: February 8-10, 2027!

MEMBER EDUCATION: HOW TO FILE A GRIEVANCE

What's a grievance?

It's a form that we submit to management to contest a practice we believe violates the terms of our collective bargaining agreement aka our contract. For example, a missed overtime payment or discipline we believe is unfair. While anyone can file a grievance it is best practice to file it through one of our stewards or one of our Labor Reps Emerson and Jill.

For more details of the grievance procedure, look at Article 18 in our contract (QR code on previous page.)

ON WEDNESDAYS, WE WEAR GREEN

Send a message that you support
our bargaining team by wearing
your **GREEN** ONA t-shirt on
Wednesdays!



[REGISTER HERE](#)

UPCOMING STEWARD TRAININGS

MONTHLY STEWARD COUNCIL

MONDAY, OCT. 12

5:00 - 7:00 P.M.

STEWARD TRAINING

TUESDAY, OCT. 20

4:30 - 6:30 P.M.

(VIRTUAL VIA ZOOM)

SOLIDARITY DAYS

PPMC Pros

bargaining

Tuesday 10/20 @ PPMC



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