New Year’s Contract Tips

Don't forget to schedule your education time in 2022 to utilize your negotiated benefit of 16 hours for FT nurses & eight hours for PT & PRN with 800 hours worked per calendar year.

For those that still need boosters, we've negotiated a similar benefit of time off for 48 hours post-dose like the first series. Don't be afraid of losing days to symptoms. Get vaccinated!

Want a Better Union Contract?

Sign Up for the Contract Communications Action Team (CCAT) as we prepare for the onset of contract negotiations next fall. The CCAT will provide two-way communication between RNs and the negotiation team to ensure we are addressing the issues that are important. In 2022, seven of our ten regional Providence bargaining units will be up for renegotiations. Teamwork starts now to maximize our solidarity for improving the next collective bargaining agreements.

Reach Out Now!

Multiple units, including 2G and 5K, have reported that they have been working under staffing plans that were not approved by PPMC’s staffing committee. We have expressed our concerns with management loudly and clearly: THIS IS UNACCEPTABLE! We are currently working with management to rectify these situations as soon as possible.

If your unit is experiencing similar issues, please reach out to your Labor Representative Daniel Zamora at Zamora@oregonrn.org or by calling (503) 293-0011 ext. 1386. If you would like to know more about PPMC’s Staffing Committee, please reach out to the staffing committee co-chair and PPMC ONA’s Secretary Kristin Harman at kristin.e.harman@gmail.com.

ONA Labor Representative
Daniel Zamora
503-293-0011 ext. 1386
Zamora@OregonRN.org
Union Board Improvements

We are excited to announce that our executive committee has taken the feedback it has received and will be focusing on creating and distributing regular, monthly newsletters to keep you all informed of what's going on behind the scenes. Our newsletters will include updates on the most recent workplace developments, as well as upcoming advocacy efforts.

PPMC officers have received several complaints regarding issues with Sedgewick, SSB payments, and/or certification pay. If you are experiencing issues with any of these subjects, please reach out to your Labor Representative Daniel Zamora at Zamora@OregonRN.org or call (503) 293-0011 ext. 1386.

PNCC Recruitment

The PNCC (Professional Nursing Care Committee) wants enthusiastic individuals who are interested in shaping the way nurses provide care at PPMC. PNCC is looking to harness the collective knowledge of our nurses to improve patient care outcomes by enhancing the way we deliver care.

Beyond patient care outcomes, PNCC facilitates collaboration, encourages professional growth, and celebrates the success of nurses at PPMC. PNCC meets once a month for two hours to discuss issues, concerns, and better ways of caring for our patients. We then take the time to further research and explore ideas so that we can present concrete resolutions to management to implement house-wide.

If you are interested in participating, please reach out to your labor representative.

Welcome New Hires!

PPMC has recently hired dozens of new nurses, and ONA is very excited to welcome all these new hires to our union family! Due to ongoing restrictions placed on ONA by PPMC management, a large majority of recently hired nurses have not been given the opportunity to meet with ONA representatives and learn the benefits of union membership.

If you are a new hire (or you know someone who is) and haven't had the introductory presentation about ONA, contact your labor representative. Together we can accomplish great things!

Introducing Your Labor Representative

Daniel Zamora (he/him) currently serves as a labor representative with the Oregon Nurses Association where he is assigned to Providence Portland Medical Center (PPMC). In his capacity, Daniel enforces the collective bargaining agreement, and provides representational support for the more than 1,300 nurses within PPMC. Since 2016, Daniel has worked within the labor rights movement, including with the Nevada State Education Association (NSEA), the United Nurses Association of California/Union of Healthcare Professionals (UNAC/UHCP), and the International Association of Machinists and Aerospace Workers (IAMAW). Daniel has also worked on political campaigns, serving as the Nevada State Latinx Outreach Director for the 2020 Bernie Sanders presidential campaign. Daniel is passionate about bettering the lives of working class people by improving their working conditions, and he is committed to advocating and advancing the rights of workers everywhere. In his spare time, Daniel enjoys playing sports and listening to live music. He currently resides in SW Portland.
The past year has been filled with a lot of changes for all of us, some good, some not so good, and some that are somewhere in between. During that time, we (the ONA Board of Officers at PPMC) have not kept you informed as much as we would have liked (things have been a little hectic). Hopefully, the following will provide you with a quick update on where we stand today.

First, a major change throughout the Oregon region for Providence, is that at ONA we now have a dedicated team of labor representatives, a Strategic Planning Manager (Rebecca Cooper), our Providence Oregon Healthcare System Team Leader (Joseph West), and a new, driven Labor Representative at PPMC (Daniel Zamora). As a result of Providence’s refusal to accept the COVID-19 Bill of Rights, all the Oregon Providence union leaders now meet on a regular basis to discuss items and issues of common interest, making our union stronger across the state. More recently, we rounded out our own officer’s team at PPMC with Jeremy Morse, who has taken on the responsibility as Communications Director, and will interface not only with all of us at PPMC but also with the communications team at ONA.

Some of the issues we are dealing with right now, include:

- An Unfair Labor Practice (ULP) filed with the National Labor Relations Board (NLRB) related to failure to negotiate.
- Four grievances that are currently in/scheduled for arbitration.
- Four grievances that will likely end up in arbitration due to PPMC declining to reach a settlement (including the Maternity Association Grievance).
- An additional 12 grievances that are in process at one of the 3 steps in the process.
- Multiple issues surrounding RN interaction with Sedgewick.
- Multiple issues relating to payment of certification pay, SSB, overpayment of SSB with resulting implications for repayment.
- Continuing discussions regarding labor representative access to the hospital, management of the visitor policy, and vaccination policy.
- Continuing promotion of a retention bonus for all the PPMC nurses and healthcare workers who have remained committed to PPMC and our patient community throughout the continuing pandemic.

In addition, we have:

- Developed out PPMC ONA Steward presence to more than 35 stewards throughout the hospital (watch for an upcoming newsletter showing all our stewards).
- Initiated the development of our Contract Communications Action Team (CCAT) as we prepare for the onset of contract negotiations next fall (see recent flyers re: CCAT – a team to provide two-way communication between RNs and the negotiation team to ensure we are addressing the issues that are important).
- Started preparation for our own contract negotiation. Between 2021 to 2022, seven of the ten unionized Oregon Providence Bargaining Units will be at the table in contract negotiation.

Anyone interested in supporting your fellow nurses as a steward or on the CCAT please contact our Labor Representative Daniel Zamora or any of your PPMC ONA Officers: Richard Botterill, Kim Martin, Christine Bernier, Kristin Harman, Jeremy Morse, or Tuan Dang. Remember WE are all the union and the stronger we are in solidarity with each other, the stronger we are as a union at a time when union strength is of paramount importance for workers across the entire country.

Chairperson, Richard Botterill
ONA Statewide Elections: Nominations Open January 17, 2022

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s statewide elections!

Nominations will open January 17, 2022 and the full list of available positions open for the 2022 elections is still being finalized. Stay tuned for more information and start thinking about how you can get involved in your statewide professional organization. Visit [www.OregonRN.org/Elections](http://www.OregonRN.org/Elections) for more information.

---

Registration opens in January, stay tuned! For more information, please reach out to Kim Martin at kimhubbard701@gmail.com.