**Bargaining Survey Extended**

As we prepare for negotiations later this year, the results we garner from this survey will set the priorities we will push for at the bargaining table.

We want to hear from you so we can negotiate for a fair contract. Scan the QR code with your phone or follow the link below.

www.surveymonkey.com/r/2022PPMCBargainingSurvey

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**Bylaws Approved**

Of those who responded, 92 percent approved the proposed bylaw changes. In general, the changes in the document more clearly define the roles and responsibilities of the members of the executive committee and as a result make the workings of the committee and the support we provide for our nurses more comprehensive, effective, and efficient.

Thank you for voting to approve the bylaw changes. You can view the bylaws in full here: 


Or scan the QR code with your phone.

This now means we have additional positions that must be filled on our executive committee.

The biggest task for the executive committee is to bargain for a fair contract when negotiations begin. Interested in taking a deep dive into contract negotiations?

At this time, positions will be made by appointment because the next election is planned to take place next year, after our contract negotiations.

Take a look at our open positions and reach out to Richard for more information: Richard.Botterill@comcast.net or (503) 329-2073

- Chair: Richard Botterill
- Vice Chair: Kim Martin
- Secretary: OPEN
  (Kristin Harman standing in until we have a new secretary)
- Treasurer: OPEN
  (Christine Bernier standing in until we have a new treasurer)
- PNCC Chair: Alexis Keller
- Comms Chair: Gabriel Wihtol
- Grievance Chair: Christine Bernier
- Staffing Liaison: Kristin Harman
- Membership/NEO Chair: OPEN
- Lead Steward: OPEN
It Pay$ to Get Certified

Having a current nationally recognized certification on file with human resources for the area where the nurse works a significant number of hours qualifies the nurse for a certification differential of $2.25 per hour. Refer to page 71 in our contract for a list of approved specialty certifications.

A certified full-time nurse will make an additional $4000 each year (not including overtime, which applies to the certification differential also!).

Stuff You Should Know

♦ Did you know that the two largest Providence facilities in Oregon Providence St. Vincent (PSVMC) and Providence Portland (PPMC) don’t have a chief nursing officer at this time?

♦ PSVMC is currently in bargaining and PPMC is approaching negotiations soon. Our contract expires Dec. 31, 2022.

♦ The next step for the PSVMC tentative agreement is a vote by its members. The vote to approve or deny will be occurring the week of June 23.

♦ Have you heard of Care Rev? It is an app that posts per diem shifts but without long term contracts or commitments. Providence has started using this resource to fill staffing holes. You may see some new agency nurses going this route for work. We are monitoring this new staffing technique closely to ensure that contractual obligations through ONA are not violated.

PNCC Wants You!

This is a paid opportunity!

Join the Professional Nursing Care Committee! We are seeking more members who are passionate about improving patient care and nursing practice at PPMC.

Meetings are once a month and are two paid hours (according to page 45 in our contract).

Our next meeting is June 30, 9 to 11 a.m. (0900-1100.)

Please reach out to PNCC chair Alexis Keller at Alexis.Keller@Providence.org.

Staffing Committee Open Positions

You get paid to attend meetings!

How it works: Terms are two years for all positions. During the even numbered years (this year) the even numbered positions are open for election. During the odd numbered years, the odd numbered positions are open for election.

If there is an opening for a position outside of the normal election cycle the bargaining unit team may appoint interested nurses to their respective position.

Two spots exist for each position: A primary seat and an alternate seat. The alternate seat fills in at staffing committee meetings when the primary nurse is not available.

Take a chance to run for office on the staffing committee, governing all things nurse staffing. It is a great committee to foster leadership skills and use towards clinical ladder.

Your ONA bargaining unit (BU) leaders have created this numbered list to track when each position is open for election.

If you are one of those nurses who the BU leaders just appointed to the staffing committee and wonder why this position is listed for elections, it is because we aim to strike a balance between democratic leadership and efficiency.

We need to fill off-cycle vacancies frequently on this committee with the extreme turnover of nursing staff at Providence.

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Staffing Committee Open Positions  
continued from page 2

Monthly elections are simply not feasible whenever a vacancy is created on this committee. When off-cycle, your BU leaders appoint interested nurses onto the staffing committee. When staffing committee elections are to happen, we aim to hold them in May. The timeline this year was pushed back slightly due to completion of our bylaws.

If you are interested in serving or continuing your role in any of the even numbered positions please submit an consent to serve form by Monday, July 4. An election will be held after this. If you are interested in serving in an odd numbered position you may submit an application at any time.

Consent to serve forms can be found here. Or go to www.OregonRN.org/PPMC and follow the PPMC Staffing Committee Nomination and Consent to Serve Form link found under documents.

*CCS members who had submitted their consent to serve forms this year, we still have your forms on file and so we will formalize who has the positions via a vote of division nurses. Other CCS members may still apply to make it on the ballot.

When we appoint staffing committee representatives, our intent is to appoint those who will seek to represent your voice on the committee, who are problem solvers, and who see the deficiencies in how nurse staffing is operationalized currently at PPMC. Positions sometimes involve confronting administrative policy, actions, and intent.

Position 10 is a non-RN nursing staff position and is open for election on even years. Daniel Sutherland CNAII on 2G stepped in mid-term after Char Thompson CNAII left Providence. Give thanks to Daniel! We hope to work with him one day in the capacity as an RN! Since CNA’s don’t have a union, their process for elections is different. But if you know a CNA II interested in staffing decisions, please have them reach out to Kristin Harman, RN.

<table>
<thead>
<tr>
<th>Position</th>
<th>Represented Units</th>
<th>Open Spots</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medical: 5R, 5G, 4K</td>
<td>Alternate</td>
</tr>
<tr>
<td>2</td>
<td>Surgical 4th floor, 8N, 8S</td>
<td>Primary and Alternate</td>
</tr>
<tr>
<td>3</td>
<td>Cardiology 2G, 2R, 5K</td>
<td>Alternate</td>
</tr>
<tr>
<td>4</td>
<td>Critical Care CCS, KDU, CVL, IRU</td>
<td>Primary and Alternate</td>
</tr>
<tr>
<td>5</td>
<td>Behavioral Health Behavioral Health 5L, 6L, CDSU</td>
<td>Primary and Alternate</td>
</tr>
<tr>
<td>6</td>
<td>Surgical Services OR, PACU, MPU, Short Stay</td>
<td>Primary and Alternate</td>
</tr>
<tr>
<td>7</td>
<td>Emergency Dept: Emergency</td>
<td>Primary and Alternate</td>
</tr>
<tr>
<td>8</td>
<td>Perinatal Services - Family Maternity, NICU, L&amp;D, MBU, PSCU</td>
<td>Primary and Alternate</td>
</tr>
<tr>
<td>9</td>
<td>Oncology, 7N, 7S, OP Infusion, Radiation Oncology</td>
<td>All positions filled! Thanks!</td>
</tr>
<tr>
<td>10</td>
<td>Non-RN nursing staff representative (CNA or LPN)</td>
<td>Primary</td>
</tr>
</tbody>
</table>
Protect Your License, Protect Yourself!

Should nurses carry their own personal liability insurance policy? YES! You insure your home, your car and your health. Why not your career?

A common assumption is that your employer will cover you in any incident that may occur while at work. Technically an employer is responsible for the acts of its staff, but its interest is not necessarily consistent with protecting you. Your best protection is to have your own personal legal representation. Nurses are at more legal risk now than ever before.

Additionally, your employer’s policy will not protect you in an Oregon State Board of Nursing (OSBN) investigation. In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of scope or law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you.

ONA advises all nurses, no matter where you work, to obtain your own liability insurance. ONA endorses the Nurses Service Organization (NSO) because the coverage provided offers the best protection for you.

Visit www.OregonRN.org/NSO for more information. Don’t wait, protect yourself today!

Student Debt Relief

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

Find more information at www.OregonRN.org/aft-summer.

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.