Hello ONA Nurses at PSH:

Congratulations on your historic, unprecedented – and nearly unanimous – strike authorization!

As we return to the bargaining table on June 7, we plan to present to management a comprehensive proposal to prevent a strike. After June 7, management has agreed to meet again for negotiations on June 14. We remain committed to a contract that addresses the nurse recruitment and retention crisis on the North Coast. We remain hopeful that management will leverage all possible resources to furnish a contract that meets our needs – and our patients’ needs.

In the face of this incredible display of unity by bargaining unit nurses who voted to authorize a strike, it’s not uncommon for management to react poorly, with confusing or incorrect messages and conduct. Many nurses have already come forward to report illegal supervisor misconduct on their units, including:

- Stealing union literature from the breakroom
- Destroying union property such as signs
- Asking nurses uncomfortable questions about the strike vote or potential strike activity
- Announcing surprise mandatory meetings about absences. The employer cannot count strike activity toward employee absences. Any inference otherwise is false.
- Telling nurses they cannot discuss union or strike business on the floor.
These and other violations may constitute unfair labor practices under federal labor law (the National Labor Relations Act). Whether supervisors are knowingly violating your rights or doing so based on a decision by Providence not to educate their managers – their obligation to follow the law is the same. Just as nurses are required to adhere to myriad regulations from OSBN, OHA, CMS, and Providence itself, the company’s management representatives must also follow the law.

Our bargaining committee deeply appreciates the 10+ nurses who have already come forward to report illegal management activity. Please contact a bargaining team member or our Labor Rep to report any additional infractions.

In Solidarity,

ONA-PSH Bargaining Committee
Nathan Weiler, ED
Mary Romanaggi, ED
Christy Youngquist, Clinic
Molly Hasenkamp, Surgical Services
Tracy Hutkowski, Medical-Surgical
Gabriel Erbs, ONA Labor Representative