

We made a comprehensive and complete counter proposal to the Hospital for a new contract.

Every outstanding item was addressed. If you want to see our total counter offer, please go to the ONA website. The

Hospital ended our session short at 1:00pm We expect a comprehensive counter proposal from them at our next session on Friday, January 23rd.

To view the details, go to our website at www.onappmcrrns.org. Our website also has past updates and more detail about many of the proposals.

Regarding the weather.

We want to acknowledge the great treatment nurses got from the Hospital during the weather crisis over the Holidays. Your ONA leadership feels the Hospital did an admirable job of working to make the best of the situation with rides to work, meal tickets, and places to sleep, etc.

What is up with ONA and our Staffing Work?

Not sure if your unit has had a meeting with the unit manager and RNs about staffing? Please contact Jenny Taylor to check in at (971) 227-1000. Some Units have met, but many have not.



Meet the New ONA/PPMC RN Communications Specialists

From left to right Susan Kuhnhausen, Kim Hubbard, Elaine Sawyer and returning Specialist Jenny Taylor. They started this week. They will be coming around to their assigned units to meet you. Please welcome them and help them meet your co-workers.

These nurses will also be helping the 14 different nursing units who worked with ONA to request staffing changes. They will be working with their fellow nurses to get attendance at the meetings that the nursing unit managers are setting up regarding the requests.

ONA Officers at PPMC:

Chair: Juanita Wolf, RN, OP Transfusion
Secretary: David Arlint, RN, 2R
Treasurer: Terri Houck, RN, IV Therapy
PNCC Chair: Sue Phillips, RN, 8S
Member at Large: Karen O'Dell, Float Pool



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Update on Providence Medford

Nurses at PPMC have had ONA representation and contractual projections since the 1970s. Many of us take for granted

the benefits and protections ONA and the contract provide. Here is an example of what happened to a nurse at Providence Medford who lacked an organization to back her. Management could and would not do this to a nurse who works at this Hospital in large part because there is a nursing organization that would be able to defend this nurse if it happened.

This is taken from an ONA Providence Medford Newsletter.

EVER HEARD: "You've Been 'Sue Overlocked?'" Here's where this expression came from. After 25 years of service at Providence Medford, management fired a nurse many respected—Sue Overlock. She was 3.5 years away from the rule of 85. Sue was valued for her nursing skills, leadership, and patient advocacy.

That changed with new management in 2006. Sue continued to raise concerns. She took a leadership role in addressing growing concern regarding safe patient loads. Sue held meetings at her home regarding staffing cuts. The nurses wrote a letter and Sue delivered it to Judi Blank, the unit manager, who refused to accept or read it.

After this, Sue received the first evaluation in 25 years with anything less than a meets or exceeds standards, needing improvement in the Mission Spirit for "holding up the forward progress of 2W."

Under the pretext of a planning session, Sue was called into the office. Once there, Sue was surprised with a disciplinary action. Sue requested that HR be present. Sue barely arrived to the rescheduled meeting with management and HR when Judi informed her that due to Sue's rude behavior to her, she was being terminated. It made no difference that she had never been disciplined or that she received excellent evaluations for 25 years.

The staff was very upset at this news. Sue wrote a letter, appealing her termination to Tom Henenberg CEO. During their meeting, Tom admitted that it was an unfortunate event that would not have occurred 3 months prior or later because it happened when there was a new HR director and unit manager. However Tom ended up backed his manager, not Sue.

During this time, a couple of rumors emerged, mainly that Sue refused to come back. Here's what many of the Medford nurses didn't know. Geri Townbrow Director of Nursing offered her a position with a few strings attached. Sue was to sign a work plan requiring that she always have calm body language and always speak in a calm tone. Any violation of this would result in termination. The action plan also included a statement acknowledg-

Nurses at Providence Medford are in bargaining for their first contract. They are motivated to work with ONA to gain a way to address patient care and staffing concerns so there will no longer be retaliation like the kind Sue experienced.



Sue had the following words to share with us: "You need the protection of a union. I learned that Providence Medford has no loyalty to its RNs. And when we raise our voice contrary to management's agenda on behalf of our patients, we need ONA standing behind us. I am proud to see you all standing up. Keep up the good fight – the patients need it."

ing patient and family complaints about her, when there had not been any. The offer with its subjective and immeasurable requirements was a barely veiled attempt to pacify the staff nurses, setting her up to fail if she returned. No nurse who is proud of the care he or she provides would sign an untrue statement regarding patient complaints. So she did not accept this "offer" and has since moved on — a loss to our facility.