



Our Voice



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Knowledge is the Basis of Power

For Providence Milwaukie RN's

November 2006

An Update on Issues Related To Providence Milwaukie RN's

By Betty Fish-Ferguson
President, RN Bargaining Unit

A lot of people have been asking about the recent "Kentucky River" decision from the NLRB and how it affects us. I recently attended a leadership conference in Washington DC that addressed this issue. There is hot-off-the-press AFT information on each bulletin board for your review. We have no idea how Providence will interpret or implement this decision. We are bound to our contractual language and Tom does not foresee this being implemented prior to contract time. PPMC's contract expires in December. We can watch and see how Providence plans to handle this. Stay tuned....

Other topics addressed at this conference were Updates on Federal Legislation, Key 2006 Races, Political Activity Involvement, Creating a Joint Labor Management Disaster Response Training, Creating a (Membership Consolidation/Internal Organizing Program), Program & Policy Goals, Kentucky River, and Where Are We Now. It was extremely interesting to hear the stories of what other locals are going through and what's working for them.

This is a very exciting time in the political field. Democrats have the possibility of becoming the majority in Congress. This will greatly affect healthcare decisions in the near future. I hope everyone gets out to vote!

We are meeting at stage 3 of the grievance process over the 12-hour shifts on M/S. We are continuing to fight this for our members. If there are topics that you would like brought before the Task Force Committee, please let Debbie or I know.

The PNCC (Education Committee) has 4th quarter monies and hours that can be requested for expenses accrued out-of-pocket for educational programs this past year. See your union bulletin board for criteria.

Tom, Debbie and I have continued to make rounds on Thursday mornings. Come say hello and tell us what's on your mind. This is your union!

**\$3, 549.00 Left Over In
Education
Fund. It must be used by the
end of this year. See Article on
Professional Nursing Care**

Give Us A Little Respect For A Change

By Debbie Brawner
VP, RN Bargaining Unit

Customer satisfaction is a high priority for Providence Milwaukie Hospital, just like every business wants customers to be happy with the service the business provides. Word of mouth, after all, is the best advertisement. Radio talk show host Clark Howard (KPAM) has mentioned a number of times that the best way to make a customer happy is to keep the staff happy. It is my belief that every one of our staff at PMH comes to work with the intent to do the best job they can. I know that I do.

I used to look forward to coming to work at PMH. By wanting to be of service to the patients and my co-workers, I always came early and stayed a little late. I always took steps to try to make the transition for the next shift easier -- something I've done for the last ten years. I used to have a feeling of ownership. Those were the good old days. I don't feel that way any more.

There is now a high level of angst within me. In order to find out what was happening in other units, I started talking with a number of nurses from all over the hospital. A few said the managers were ok-- all in all they were not "happy", but it was all right. However, a good portion of the nurses didn't like to come to work. It made them sad and a little depressed to come to work only to feel unappreciated and unimportant by their nurse manager.

One nurse told me: "I keep my head down, don't make eye contact, and keep under the radar screen." She observed from what had happened to other staff that voicing an opinion would have consequences, such as: being watched more, denying a vacation request, changes in work schedule etc. ad nauseam. Several other Nurses said when they ask about regularity in their work schedules, their manager has said to them: "If you don't like it, go work at Wal-Mart".

Providence spends large sums of money to educate staff, only to have them move to another Hospital. We need to retain the staff we have. (I think our neighboring hospitals should send PMH a thank you card for all the wonderful Nurses we provide them.) The solution is simple: Give the nurses what we ask for. It won't put a burden on the budget. Give us regular schedules. Talk politely to us. Give us the respect that the highly educated and proficient professionals we are deserve!

I hope that PMH will see the light soon and that, by then, all our friends will still be here. It will be a shame if it turns out any other way.

We Have Money Left Over For Your Education

The PNCC (formerly the Nurse Practice Committee) meets once per month on the 2nd Monday of the month. Seminar requests need to be submitted to the Committee no later than 3:30PM that day with an expected three week lag time from the meeting day to the seminar date so that you can have the seminar paid for!

Did you know??? By Contract we have \$15,000/yr or \$200/RN/yr allotted for each RN to attend a seminar?? If we have extra money left over from reimbursements, etc. during the last quarter of the year, any RN can attend an additional seminar before December 31st and have it paid for.

We need to use our money or lose it!! As of November 9th, we have \$3,549.00 left over in our account!

Please contact your PNCC Committee member to find out more information about our education funds and how you can utilize what is available to you (or see pages 14-16 in our Union Contract).

The PNCC,

Tia Ray, RN

Nancy Needham RN

Betty Fish-Ferguson, RN

Patty Fredricks, RN

Where Can I Get A Copy of the Contract??

Providence Milwaukie RN's can get a copy of the current contract by contacting the Bargaining Unit President, Betty Fish-Ferguson (Day Surgery) or VP, Debbie Brawner in the North Unit. We keep a pretty good supply of contracts in the hospital. If you can't, then call the OFNHP office and ask any of our clerical support staff and they will be glad to mail you a copy to your home. The union's phone number is (503) 657-9974. If you wish to stop by the Union office to pick up a contract, our location is nearby and easy to find. We are located at 9128 SE Saint Helens Street, Clackamas, OR 97015-9780.

Know Your Contract ***Payroll Errors***

Page 9, Article 7, Paragraph E of the PMH-OFNHP RN Contract

“Time records will continue to be made available in each unit to allow nurses to promptly research payroll errors and to promptly notify Human Resources and/or the payroll department of any errors. For errors over \$150.00, the nurse may request a special correction check through Human Resources. A correction check will be processed by the end of the 2nd business day after notification, excluding weekends and holidays, as long as the error can be validated. Other corrections, once validated, will be included on the next regular payroll check. The expedited processing of payroll corrections of less than \$150 shall be considered by Human Resources on a case-by-case basis. “

Got Something To Say?

If you would like to write something for this newsletter, please do so! We want to see more personal, PMH RN news and opinions. Please submit your thoughts in writing to Betty Fish-Ferguson or Debbie Brawner or simply mail to the OFNHP Office c/o Tom Bernard, POB 1566, Clackamas, OR 97015.