

COUNCIL RESOLUTION No. 40-2024**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, CALLING FOR A FAIR AND JUST SETTLEMENT OF NEGOTIATIONS WITH OREGON NURSES ASSOCIATION NURSES AT PROVIDENCE MILWAUKIE HOSPITAL, A COMMUNITY HOSPITAL OWNED BY PROVIDENCE ST. JOSEPH HEALTH.**

WHEREAS nurses at Providence healthcare facilities have always been essential to the health, well-being, and safety of Oregonians, and adequate nurse staffing keeps nurses at the bedside, reduces turnover, saves lives, and improves the quality of patient care, and

WHEREAS the COVID-19 pandemic certainly highlighted the workforce crisis for nurses and allied healthcare workers in hospitals, but understaffing was already the status quo causing nurses to leave the bedside due to short staffing, exhaustion, burnout, and moral injury — Oregon Nurses Association (ONA) nurses in a survey reported turnover rates in their units to be as high as 36-54%¹, twice the national average, and

WHEREAS in 2023 the Oregon State Legislature passed House Bill 2697, a bill brought forth to bring meaningful, long-term improvements to nurse workforce retention and to the quality of care by implementing minimum nurse-to-patient ratios, and

WHEREAS nurses are demanding urgent action, involving safe staffing, health insurance, and fair wages, culminating in nurses at Providence Milwaukie engaging in a strike lasting from June 18th, 2024 to June 20th 2024.

NOW THEREFOR BE IT RESOLVED that the City Council of the City of Milwaukie, Oregon expresses its solidarity with nurses and healthcare personnel in their efforts to secure an agreement that addresses safe staffing issues, affordable healthcare plans, and increased benefits for nurses and healthcare personnel, as well as fair wages representative of the competitive wage environment.

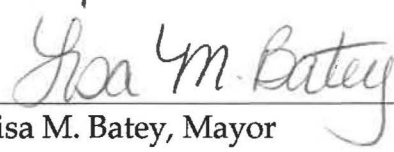
AND BE IT FURTHER RESOLVED that the Milwaukie City Council respects the authority of all unionized workers, and on this occasion especially those of the ONA, to exercise their right to strike and withhold labor.

AND BE IT FINALLY RESOLVED that the Milwaukie City Council urges Providence and the ONA to bargain in good faith through contract negotiations to reach an agreement and avoid putting the community at risk of not receiving the highest quality of care for both them and their families.

¹ ONA Statewide Survey Summary 2022 <https://www.oregonrn.org/page/staffingreports20221201>

Introduced and adopted by the City Council on **August 6, 2024**.

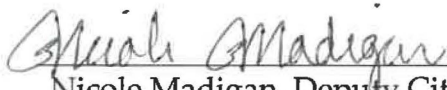
This resolution is effective immediately.



Lisa M. Batey, Mayor

ATTEST:

APPROVED AS TO FORM:



Nicole Madigan, Deputy City Recorder



Justin D. Gericke, City Attorney