Grievance Update

As many of you know, newly elected Grievance Chair Karmin Maher-Hasse, filed an Oregon Nurses Association (ONA) grievance with Beth Callison on Monday, October 15, 2018. The grievance was filed on behalf of the “Association” because it involves more than one nurse. In this case, the policy the hospital presented covered all departments and all nurses who use earned leave (EL) and therefore, the grievance was written to cover all of those nurses. Karmin did not file this on her own, she did so in consultation with other nurses and after receiving vague information on the implementation of this policy from her manager. The communication to nursing staff about the impacts of this policy has not been consistent from department to department. This also hastened the need to file the grievance. A policy with such broad scope must be implemented consistently and fairly.

We understand that the hospital is in a tight spot with multiple Family and Medical Leave Act (FMLA) absences anticipated over the next few months. We also understand that it is a possibility that EL may have to be limited at certain times as staffing the hospital is a necessity. That’s the thing, it is a necessity to us as nurses as well. Our biggest issue with the Grande Ronde Hospital (GRH) policy is the complete exclusion of a nurse voice in this process. We have a contract with the hospital. This contract, at the very minimum, requires the hospital to negotiate the impact of policy changes to working conditions, benefits, leaves, etc. They did not do this. Which is why a grievance was filed. The grievance asserts our right to be a part of that conversation. If we don’t assert our rights when they have been violated, our contract isn’t worth the paper it is printed on.

In the time since the grievance was filed, the hospital has begun to seek agency/travel nurses to help alleviate some of the holes that will be created with nurses out on leave and has also attempted to clarify their policy. We appreciate these steps, but before the grievance is withdrawn or settled, we need answers to our questions about the process.

Please see your department representative if you have further questions about the process. Remember, we are a bargaining unit, and when the rights of one of us is infringed upon, the rights of all of us can be. Solidarity means supporting our coworkers, even those who work in other hospital departments.

Nurse Staffing Forum

Friday, November 2, 2018
10 a.m. to 2 p.m.
St. Alphonsus Medical Center - Baker City
(see page 2)
Staffing Workshop

Please join ONA’s Nurse Practice Consultant on Friday, Nov. 2nd, from 10am-1pm for a Staffing Workshop! We will be discussing best practices for developing a staffing plan and providing education on how you can create and review your plans to ensure they meet the requirements of the staffing law.

- **FREE** for all ONA members
- Non-ONA members are able to attend for an $80 fee
- Space is limited, so register today by emailing practice@oregonrn.org or by phone (503) 293-0011

**Continuing Education**

Participants successfully completing this workshop will be awarded 2.0 continuing education contact hours.

The planners/presenters for this CE activity declare no conflicts of interest in the development and implementation of this educational activity.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
Get ONA Updates at Grande Ronde Hospital Via Text Message

Stay up-to-date on your ONA contract negotiations, bargaining actions, events, and meetings at Grande Ronde Hospital and all your ONA news with a new ONA text messaging service offered exclusively to ONA members at Grande Ronde Hospital.

The text messaging service offers limited, timely updates on what's happening in your bargaining unit and on other important issues that affect you and your patients.

Follow the instructions below to sign up and stay informed.

To receive ONA text messages, text ONAGRH to 43506.

You can opt-out at any time by texting STOP to 43506.

Frequency varies by user/month. Msg & data rates may apply.

Important:
Message frequency may be periodic. Msg & Data rates may apply.
To cancel, send STOP to 43506 at any time.
For help, send HELP to 43506 at any time, or support@txtsignal.io.
Made up of ONA members from across the state, ONA's Political Action Committees endorse pro-nursing ballot measures and candidates based on a variety of factors including local member feedback, voting record, support for nurses, safe patient care, and overall alignment with ONA values. Patient care and nursing practice are at stake this election season – to learn more and get involved, contact ONA’s political organizer, Catie at theisen@oregonrn.org to make a difference today. And to see the full list of ONA’s endorsements, including state legislative candidates, visit OregonRN.org/2018Endorse.

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Receive continuing nursing education contact hours

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