



Oregon Nurses Association
Bargaining Unit Newsletter

Mid-Columbia Medical Center (MCMC) Newsletter

Feb. 26, 2016

Executive Committee

Chairperson:

Laura Korb, RN, Clinical Admin

Vice Chair:

Kathy O'Meara, RN, Endoscopy

Secretary/Treasurer:

Sondra Shuttleworth, RN, ICU

Oregon Nurses Association Labor Relations Representative

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New Executive Team Members Announced

Mid-Columbia Medical Center (MCMC) has new leaders:

Chair:

Laura Korb, Clinical Admin

Vice Chair:

Kathy O'Meara, Endoscopy

Secretary/Treasurer:

Sondra Shuttleworth, ICU

Unit Representatives:

Elena Bandel, ICU
Michelle Thome, Acute Care Services
Deb Conklin, Celilo

We are still recruiting for leadership positions for professional nursing care committee chair (PNCC), membership chair, grievance chair and additional unit representatives. If you are interested in serving in one of these capacities, please contact one of the officers listed or Ateusa Salemi, ONA labor relations representative.

Please Update Your Contact Information

Together we can make sure everyone is involved and stays informed!

Please update your contact information, especially your address and personal email, as soon as possible. Your team is encouraging all nurses go to www.OregonRN.org and click on **Update Your Information** under the **green Membership** tab at near the top of ONA's home page to provide ONA with updated information and ensure all messages get through in a timely manner.

Get To Know Your Contract

We will be featuring regular updates in this section of the newsletter highlighting areas of the contract that nurses have expressed questions or asked for clarification on.

1. Staff Meeting Attendance:

Our contract stipulates that meeting attendance can only be mandatory if the meeting date is posted with your regular monthly schedule.

Article 13. C. *"...nurses must attend 66% of the department meetings and Department Director in-services which have been designated as "required" by their Department Director, provided that these department meeting times are posted with the regular monthly schedule."*

What does this mean for me?

Nurses must attend 66 percent of the mandatory meetings to be eligible for education and step pay increases, but any meeting date that is not posted on the schedule, OR is changed after the schedule is posted does not count toward the total number of mandatory meetings.

As another reminder, a meeting scheduled before or after your shift is not mandatory:

Article 13. C. *"For nurses scheduled to work on night shift, if the only available staff meeting falls either before or after their scheduled shift, reading and initialing the minutes will count toward attendance at the meeting for the purpose of meeting the 66 percent requirement."*

Hospital Nurse Staffing Law/ Senate Bill 469 also states that:

"(3)(a)"...a hospital may not require a nursing staff member to work:

(A) Beyond the agreed-upon and prearranged shift, regardless of the length of the shift;

(B) More than 48 hours in any hospital-defined work week;

(C) More than 12 hours in a 24-hour period

(6)(a) Time spent in required meetings or receiving education or training shall be included as hours worked for purposes of subsection (3) of this section."

What does this mean for me?

For attendance at a staff meeting, if you are scheduled to work a 12 hour shift and attendance at the staff meeting would create a situation where you are working **more than** 12 hours in a 24 hour period, the hospital **cannot** require you to attend.

My manager is telling me that I have to come to a staff meeting and I think it would violate the contract or the law, now what do I do?

Please get in touch with your unit representative, grievance chair, membership chair or labor relations representative.

Contract Update

We are still waiting to sign the contract. At this time, management has not responded to our request for additional negotiation regarding the changes to benefits that were made to our part-time staff. The Oregon Nurses Association (ONA) Executive Team is willing to circulate a petition to the board of trustees. Please contact them to sign by April 15.

Federal Law Protects Concerted Activity

The National Labor Relations Board (NLRB), an agency of the federal government, protects workers' rights, including the **right to act together to try to improve their pay and working conditions**. This protected concerted activity is written into the original 1935 National Labor Relations Act and has been upheld in federal court.

Generally, concerted action requires two or more employees acting together to improve wages or working conditions, but the action of a single employee may be considered concerted if he or she acts on behalf of others.

If you have questions, please contact the NLRB www.nlr.gov or 1-866-667-NLRB.

“Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities.” -Sec. 7, NLRA

Build Nurse Power Through ONA

Is ONA a labor union or a professional association?

ONA is both a labor union AND a professional association. Our professional services department employs experienced RNs as nurse practice consultants. These nurses assist our members with practice issues, including staffing. They work directly with house wide staffing committees to implement the revised Oregon Nurse Staffing Law. We are also a labor union that collectively bargains on behalf of all nurses with the employer.

How does ONA operate?

ONA is a democratic organization of members, who work together to solve common problems. We operate best when we employ the concept of “shared leadership,” where every member assumes a responsibility to become active in our association at some point in their career.

What are the key functions of a successful association?

The key components are communication and active

members. Problem-solving begins when nurses talk to other nurses. Unit representatives occupy a critical position in binding workers together.

What do unit representatives do?

Unit representatives are our on-the-floor shop stewards who serve other nurses as a resource and conduit of information. Unit representatives are often the first contact for a nurse who has a contractual question. They may mentor and counsel other nurses, attend disciplinary hearings, organize nurses to take collective action, and file grievances.

We need unit representatives!

This year, we will be building our unit representative structure at Mid-Columbia Medical Center. Ideally, we would like a unit representative on every shift, every day, in every unit. Unit representatives do not serve a defined term of office, but may step up or down depending on their career and personal obligations.

If you know a nurse who is interested in serving, please contact an officer or your labor representative.



Oregon
Nurses Make
A Difference

Protect Your License, Protect Yourself!

Should nurses and nursing students carry their own personal liability insurance policy? The answer is an unequivocal yes. Unfortunately, a contrary opinion is apparently being voiced by employers, faculty and nurses themselves. You carry insurance to protect your home, your car and your health. Why not your career? Here are the reasons:

1 First, a common assumption is that your employer will cover any incident. Technically, an employer is responsible for the acts of its staff. However, the employer's interest is not necessarily consistent with protecting you individually. Should there be a lawsuit or threatened suit, your best protection is to have your own personal legal representation. Your own attorney can prepare you for a deposition, represent you in a deposition and, most importantly, represent you in any settlement and determination of fault.



2 Second, your employer's policy does not represent you in an Oregon State Board of Nursing (OSBN) investigation. In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you. The Oregon Nurses Association (ONA) recommends that all nurses obtain legal representation before responding to a letter from the OSBN related to a complaint. You are much more likely to receive a complaint from the OSBN than to be named in a lawsuit.

3. Third, you are always a nurse. You may render first aid or advise a family member or friend about a health problem. Should any incident arise about these acts, the only protection you have is your own personal insurance.

ONA urges you to obtain coverage from the Nurses Service Organization (NSO). For about \$100 you can protect yourself. For example, should you be the subject of an OSBN investigation, you have up to \$25,000 in coverage for attorney fees, travel etc.

For more information please go to www.nso.com. If you would like to discuss professional practice issues you may also call Susan King or Jordan Ferris at the ONA office 503-293-0011.

