



**March 11, 2016**

## **ONA Executive Committee:**

### **Chair**

Laurie Nilsson  
Med/Surg



### **Vice-Chair**

Renee White, PACU

### **Secretary-Treasurer**

Jeanine Ramirez  
Med/Surg

### **Membership Chair**

Kris Martinez  
Med/Surg

### **Grievance Chair**

Catherine Nelson  
PACU

### **ONA Labor Relations Representative Sam Gieryn**

[gieryn@OregonRN.org](mailto:gieryn@OregonRN.org)

### **Oregon Nurses Association**

18765 SW Boones Ferry Road  
Suite 200, Tualatin OR 97062  
1-800-634-3552  
within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)



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## **New ONA Leadership Team at PMH**

The results of the nomination process for Oregon Nurses Association (ONA) nurses at Providence Milwaukie Hospital (PMH) are in. There were no contested positions. You can reach our ONA/PMH

leadership team at their [providence.org](http://providence.org) email address or at the phone numbers and email addresses listed below. *The new ONA/PMH leadership team is as follows:*

### **Executive Committee**

**Chair** - Laurie Nilsson  
Med/Surg  
503-730-9895, [ljkalder@gmail.com](mailto:ljkalder@gmail.com)

**Vice Chair** - Renee White  
PACU  
971-219-4861  
[renee@tempusdictum.com](mailto:renee@tempusdictum.com)

**Secretary/Treasurer** - Jeanine Ramirez  
Med/Surg  
707-407-7283  
[jeaninehouck@gmail.com](mailto:jeaninehouck@gmail.com)

**Grievance Chair** - Catherine Nelson  
PACU  
503-679-0641  
[westcoastnelsons@yahoo.com](mailto:westcoastnelsons@yahoo.com)

**Membership Chair** - Kris Martinez  
Med/Surg  
210-214-3062  
[Martinezkd471@gmail.com](mailto:Martinezkd471@gmail.com)

### **Professional Nursing Care Committee (PNCC)**

Chair, Renee White, PACU  
Nancy Needham, Med/Surg  
Hannah Gunderson, Short Stay  
Elizabeth McGovern, Short Stay  
Aaron Johnson, ICU

### **Nurse Unit Representatives (Stewards)**

Cynthia Goodrich  
Short Stay, 503-757-0731  
Renee White  
PACU, 971-219-4861  
Laurie Nilsson  
Med/Surg, 503-730-9895  
Marie Teela  
ED, 503-360-2685

### **Nursing Task Force Representatives**

Renee White, PACU  
Laurie Nilsson, Med/Surg  
AJ Ruiz, Med/Surg, Alternate

**Position vacancies still exist for unit representatives on many units. If you are interested in becoming a unit representative for your unit, please contact Sam Gieryn [gieryn@oregonrn.org](mailto:gieryn@oregonrn.org). Our ONA training is coming to PMH May 14. See the ad on Page 4.**

# ONA 2016 Convention and House of Delegates

## Lead by Example: Ethical Nursing Practice

April 11-13, 2016, Seaside, OR



Join us this spring for the Oregon Nurses Association (ONA) 2016 Convention and House of Delegates, titled "Lead by Example: Ethical Nursing Practice." The convention will be held April 11-13, 2016, at the Seaside Civic and Convention Center in Seaside.

Monday, April 11, will be a half-day nurse staffing workshop. featuring presentations and information to help nurses better understand the updated Oregon hospital nurse staffing law and improve staffing in their workplace. Tuesday, April 12, is a full day of continuing education sessions with topics ranging from the use of social media, nurse advocacy, collective bargaining tools and skills, effective communication, ethics in nursing, nurse leadership and more. Wednesday, April 13, will be the ONA House of Delegates. Registration will be open through April 4, 2016.

Register today at [www.OregonRN.org](http://www.OregonRN.org)

### Continuing Education (CE)

Learners can earn up to 9.5 continuing nursing education contact hours.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.



## Clock All Your Missed Breaks and Meals

You've probably heard an earful about the impacts of nurse fatigue on patient care and the need for nurses to take sufficient breaks and meals at work to allow our minds and bodies to rejuvenate so we can practice at the top of our skills.

We're often asked how many breaks and meals a nurse should receive and whether downtime at work is sufficient to serve as a break. The number of meals and breaks to which each nurse is entitled depends on the length of the shift. Per the ONA/PMH collective bargaining agreement (CBA), the hospital is expected to provide *and nurses are expected to take* during each nurse's workday, one 15-minute rest period during each four

consecutive hours of work which, insofar as practicable, shall be near the middle of such work duration. For nurses in surgery who work 10-hour shifts, this break shall be 20 minutes. All nurses are also entitled to a 30-minute unpaid, uninterrupted, and duty-free meal period. Nurses are paid at the appropriate rate for missed meals. Usually a missed meal is paid at the overtime rate.

### But what constitutes a real break or meal period?

Both meals and breaks must be completely duty free and uninterrupted. It was not a legal break if the break or lunch was *in any way* interrupted by duty-related concerns. If you are required to do anything, like monitor patients, stay on the unit,

read work related emails or required study materials, or do anything you would normally do on the clock, then a break did not happen.

You are required to let your supervisor or charge nurse know, before you miss your meal or break. They may be able to help make arrangements to get your break or meal covered. If not, please clock the missed break or meal in Kronos when you clock out for the shift.

### Why clock a missed break or meal?

Our patients are depending upon us to be there for them, rested, nourished and alert. Also, you get paid overtime for most missed meals. A nurse who misses one

*(Continued on page 3)*

## ***Clock All Your Missed Breaks and Meals*** (Continued from page 2)

meal per week and makes \$40/hour - loses \$3,120/year by not clocking them. But what about breaks, why should nurses bother clocking them?

Our CBA acknowledges that PMH will not always be able to provide breaks, however, the Oregon Nurse Staffing Law requires PMH staffing plans to provide the necessary staff to allow nurses to take breaks, meals, vacations, to be sick or home caring for sick family members.

When you clock a missed break, you give the PMH staffing committee the data it needs to justify

increasing staffing to allow nurses to take all of their breaks. When you fail to clock a missed break, you are giving the staffing committee a false signal that staffing is sufficient to allow nurses to take all of their breaks and meals while still providing adequate care to patients.

If staffing is insufficient to allow nurses on your unit to consistently receive all of their meals and breaks, please talk with your fellow nurses about clocking all the missed breaks and meals so we can have accurate information about the scope of the problem.

## **Negotiations are Right Around the Corner**

Our current CBA with PMH expires May 31, 2017. That's just over a year away. Starting early next fall, your ONA/PMH bargaining team will assemble to begin developing

proposals for our next contract. What improvements would you like to see? Some of you have worked at other unionized hospitals and may be aware of benefits nurses

had there that are missing from our contract. Please let us know. You can reply to [jjkaler@gmail.com](mailto:jjkaler@gmail.com).

## **ONA Candidate Interviews for State Representative in House District 40**

Nurses in the Oregon City and Milwaukie areas are invited to attend a special evening of interviews with candidates for state representative in Oregon House District 40. House District 40 includes parts of Clackamas county.

This is a great opportunity for members to connect with candidates running for office and hear their positions on nursing issues.

**Candidate Interviews**  
**Monday, March 14, 2016**  
**5:30 p.m.**  
**Oregon City, OR**

As part of the Oregon Legislature, state representatives help determine statewide public policies and make decisions that impact nurses' ability to deliver safe patient care and affect public

health. RSVP today to get to know local candidates for this important office and make sure your voice is heard this election! ONA will provide background information, discussion materials, and a light

dinner for all members who attend. For more details, please RSVP to ONA Political Organizer Chris Hewitt at [hewitt@oregonrn.org](mailto:hewitt@oregonrn.org) or contact the ONA main office: 503-293-0011.

## Join Us! ONA Unit Representative Training



**9 a.m. to 1 p.m.,  
Saturday, May 14, 2016**

**Providence Milwaukie Hospital  
Room location coming soon**

Oregon Nurses Association (ONA) unit representatives are nurses who help other nurses navigate employment at their facility. ONA unit representatives help new nurses get acclimated to life on the job, answer questions about employment and contract issues, organize unit nurses around issues of concern, disseminate information about ONA activities, and assist nurses with contract and disciplinary issues.

ONA unit representatives help our units function more efficiently by helping to solve problems and resolve issues in an orderly and professional manner.

Our contracts recognize the value of all nurses' right to come to each other's mutual aid and assistance. You can turn to your unit representative for assistance in a wide variety of situations concerning your career, your unit or nursing in general. **No one knows what you're going through like the nurse who works on your unit!**

**We'd like to have more unit representatives** to support the needs of our membership. We'd like to have a unit representative available on each unit and every shift! If you see the need on your unit and want to help, please reply today.

**ONA will provide a 4-hour unit representative training program for ONA nurses from 9 a.m. to 1 p.m., May 14 at Providence Milwaukie Hospital. Room location to be announced.**

Morning refreshments and lunch are provided.

If you are interested in attending the training session, **please contact ONA labor relations representative Sam Gieryn at [gieryn@OregonRN.org](mailto:gieryn@OregonRN.org).**

**For more bargaining unit news, don't forget to go to our [bargaining unit webpage](#) - go to [www.OregonRN.org](http://www.OregonRN.org) and select Prov Milwaukie under Find Your Bargaining Unit.**