



Oregon Nurses Association
Bargaining Unit Newsletter

Rogue Regional Medical Center (RRMC) Newsletter

November 18, 2014



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Executive Committee

Chair

Fred Katz, RN
3 Tower

Vice-Chair

Vacant

Secretary

Tom Espinosa, RN
Intensive Care Unit (ICU)

Treasurer

George Haefling, RN
Behavioral Health

Unit Rep Chair

Terry Mershon, RN
Critical Care Unit (CCU)

Grievance Chair

Rob Campbell, RN
Endoscopy (Endo)

Communication, Newsletter

David Baca, RN
Emergency

Member-at-Large

vacant

Membership Co-Chairs

Alex Krach, RN
Emergency

Monica Verboomen, RN
4 Tower

PNCC Chair

Bella Harrison, RN
Emergency

ONA Labor Relations Representative

Susan Bruce, RN
541-261-8359
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Oregon Nurses Association

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Welcome to our New ONA/RRMC Executive Officers for 2015!

Fred Katz, 3 Tower, is our new **Chair**.

Tom Espinosa, ICU, is our new **Secretary**.

Monica Verboomen, 4 Tower and **Alex Krach**, Emergency, are the **Membership Co-Chairs**.

George Haefling, Behavioral Health, is our continuing Chair.

We have openings for Member-at-Large and Vice -Chairperson for a one year commitment.

If you have an interest, please contact an Executive Team member or Labor Relations Representative Susan Bruce for more information.

EST for Baby Bonding Time

Oct. 16, 2014, RRMC changed the earned sick time (EST) policy for non-represented staff so that only the person who gives birth to a child is allowed to use EST for their own personal health issue. This language has been part of the ONA contract for some time.

Previously RRMC has allowed employees to access EST for use for baby-bonding time.

The new policy will no longer allow EST for this type of leave although staff could access their short-term disability plan for such coverage.

In recognition of the impact of these changes, RRMC is providing a grace period through May 2015 for all employees (including ONA represented nurses) to prepare for this change. Staff will be allowed to use EST for baby-bonding leave through May 2015.

Beginning June 1, 2015, employees who wish to be paid for baby-bonding leave time (except person giving birth) will need to access their short-term disability plan or use their Paid time off (PTO) hours for compensation during the approved leave.

Kaizen Event

During our most recent negotiations, we agreed to a Kaizen event to address the problems with missed breaks and meals.

The event was held Nov. 12, 13 and 14 and was very well attended.

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Kaizen Event continued from page 1

Event participants represented almost every unit in the hospital. At the end of the three days, the team created a plan to improve the ability for nurses to safely take their breaks and lunches which will be shared with leadership and staff in the near future.

Thank you to all of the nurses who volunteered to participate in this event, those nurses who tried options as guided by the teams during the event, and the hospital leadership for their financial and overall support of this event.

We look forward the roll out of the Kaizen solutions.

SAVE THE DATE: DECEMBER 6

Join us at the Roxyann Winery for the 2nd Annual CA 4 - Rogue Regional Medical Center and PPMC Christmas Party

Party includes dinner, raffle and live music!

Seats are limited to one member and one guest. CA4 has been allotted a total of 30 seats.

Please RSVP as soon as possible to Susan Bruce via email at Bruce@Oregonrn.org.



Date: Saturday, December 6, 2014

Time: 1830

Place: Roxyann Winery
3285 Hillcrest Rd
Medford, OR 97504



SAVE THE DATE: February 10, 2015 - ONA Lobby Day

Join ONA at the Oregon State Capitol in Salem on Tuesday, Feb. 10, 2015 for ONA's 2015 Nurse Lobby Day. Every other year, nearly 300 nurses and nursing students from across the state come together at the State Capitol Building for Nurse Lobby Day to meet with legislators and advocate for issues that are important to you.

February's Nurse Lobby Day will focus on the need to make improvements to Oregon's Nurse Staffing Law. These improvements will empower direct-care nurses, enhance transparency and increase enforcement and accountability, resulting in better conditions for nurses and patients.

Register for ONA's 2015 Lobby Day to help make the staffing changes we need to protect nurses and patients.



ONA Nurse Lobby Day is open to all ONA members and student affiliates (Oregon Student Nurses Association members).

[Click here](#) to register for ONA's 2015 Lobby Day
[Click here](#) to sign ONA's Nurse Staffing Pledge