



Oregon Nurses Association
Bargaining Unit Newsletter

Samaritan Albany General
Hospital (AGH)

Newsletter for Nurses

May 6, 2015



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Holiday Pay

In the fall of 2014, our executive team, bargaining unit leadership, and the Association met to see why the nurses were being paid differently for holidays when the language did not change in our last contract. Both teams started receiving inquiries regarding not being paid for the hours worked on the holidays agreed upon in the contract, Article 8 Section C5, page 18 of our collective bargaining agreement.

Both leaderships began an investigation and held several meetings with management. It was discovered that while we did make changes to the shift differential, your bargaining team did not make any changes to holiday pay.

The employer clearly believes that it was implied during their proposal of the shift differential. However, the Association and our bargaining team do not have any notes of reference or proposals from the employer.

Leadership again discussed this issue and it was clearly unanimous that the bargaining unit would stay with current language of the contract.

Our leadership and the Association did notify the employer that we expect the current contract to be followed and nurses be made whole for the hours missed. The employer stated that they would fix the holiday pay and go back and make it retroactive. The employer also stated that there would be some nurses' paychecks adjusted, as those working the holiday for the majority of hours, were paid the full shift rather than hour-for-hour, as stated in the contract.

This adjustment will take place on the May 11, 2015 paycheck. Should you have any questions, ask a bargaining team member or your executive team member.

Please Update Your Contact Information

Throughout the year it is critical the bargaining unit team and ONA labor relations representatives are able to communicate openly and efficiently with nurses.

The ONA website, mail at home and emails delivered to a non-work account continue to be the best methods of getting negotiation updates to all members as quickly as possible.

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Please Update Your Contact Information *(continued from page 1)*

Unfortunately, many members aren't getting the most up-to-date information because ONA doesn't have a current mailing address or a personal email address on file for them or the email address on file is a work email.

ONA is often restricted when sending out mass emails to employer-based email addresses and if we don't have a current mailing address or personal email address that results in many members not receiving the critical information they need as quickly as they should.

To remedy this situation, ONA is encouraging all members to go to www.OregonRN.org and click on *Update Your Contact Information*, to update their information to include a personal (non-work) email address and home address to ensure the messages get through in a timely manner.

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

—Has Your Hospital Ever Had a Nurse Staffing Audit?—

Improving State Audits and Response Time are Keys to Improving Nurse Staffing

Nearly a third of Oregon's hospitals have never had a nurse staffing audit under the state's Nurse Staffing Law.

It's a serious problem that affects nurses and patients in 19 hospitals stretching from the Oregon-Idaho border to the Pacific Coast. The list includes facilities in Eugene, Florence, Ontario, Pendleton, Portland, Redmond, Roseburg, Seaside, and Silverton among others.

In addition to limited audits, nurses around the state know that when a staffing complaint is filed, it could take months before an investigation even begins. Nurses in Springfield and Portland each waited more than seven months for the state to investigate staffing complaints filed about their hospitals. In Oregon City, it took more than a year for the state to even begin an investigation.

Without regular audits and timely complaint investigations, ONA nurses have seen inadequate

staffing conditions go unresolved and continue to deteriorate. This has a huge impact on patients and nurses.

This disturbing lack of basic audits and timely investigations led ONA to include strict new audit and investigation requirements in our nurse staffing legislation (Senate Bill 469). ONA's bill would require the state to lead nurse staffing audits at every hospital once every three years. It would also require the state to start staffing investigations within 60 days of receiving a staffing complaint and to follow-up with facilities within 60 days after approving a plan of correction.

These changes would make sure hospitals are following Oregon's Nurse Staffing Law and implementing changes to correct problems.

Go to www.OregonNurseStaffingLaw.org to learn more about ONA's Nurse Staffing Bill and click on the Action Alert to email your state legislators and ask them to improve nurse staffing by passing Senate Bill 469.



Build Your Leadership Skills in a Cohort of ONA Members

Have you considered building your advocacy skills the nursing profession? ONA has developed a new program to help you do just that

Cornerstones of ONA's Nurse Leadership Institute (NLI) include:

- Motivating leaders to be catalysts for positive change

- Strengthening collaborative leadership skills

- Enriching and renewing personal values by deepening understanding of oneself and others

- Providing challenges and supportive encouragement during the leadership journey

The first "class" of the NLI will be limited to no more than 25 participants, allowing for an intimate setting and hands-on instruction. An intensive, unique leadership program, built on an evidence-based leadership model, NLI will help you develop and strengthen vital skills needed to advance the nursing profession. [Go to www.OregonRN.org](http://www.OregonRN.org) for information.