Negotiations Are Ongoing

The Negotiations Team met with representatives of the hospital again on Tuesday and Wednesday. The hospital’s initial proposals to require all nurses to take mandatory call and to only pay straight time for call back were defeated by your bargaining team!

The hospital agreed to maintain OB and Surgical Services as closed units. We continue to work with the hospital on wages and premium differentials, the team presented a proposal based on local area data while the hospital countered with a presentation from the CFO related to their financial status and the cuts they are making to maintain fiscal viability.

Additional negotiation dates are: Nov. 18, 8 a.m.-5 p.m. and Nov. 19, 8 a.m.-4 p.m.

All sessions will be held at the hospital in a room to be determined.

Support Your Negotiations Team!

The nurses on your negotiations team are working hard, show your support by wearing your ONA logo items. Pins, RN Badge signs, retractable badge holders, and window stickers are all available. See your negotiating team if you need more materials.

Success Factors 2015

The Success Factor performance appraisal worksheets are being developed and even if your manager has presented you with one, it is not too late for you to have input in the tool. Unit councils and the PNCC will be meeting to provide input to both the objectives and the weighting of items. Please provide your input or join your unit council, this is your chance to make a difference!

Nurse Lobby Day February 10, 2015

This year’s Lobby Day will focus on the need to make improvements to Oregon’s Nurse Staffing law that will empower direct-care nurses, enhance transparency and increase enforcement and accountability.

These improvements will result in better conditions for nurses and patients.

For more Information contact mealy@OregonRN.org.
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 Connie Miyao at the ONA office 503-293-0011.