As you all know, the St Alphonsus Health System (SAHS) has adopted a color coded scrub/uniform system for all of its employees. You may have seen an email that invited staff to come to a “fitting.”

ONA filed a demand to bargain over the issue of mandating uniform colors for our nurses. We met with Dina Ellwanger and Stefanie Thiel in Ontario and then surveyed nurses in both Ontario and Baker City.

There was an overwhelming majority of nurses who rejected the idea of wearing color coded scrubs and presented with this information, SAHS administration withdrew its request for implementation at this time.

**What does this mean for me?**

Nurses do NOT have to wear scrubs that have been designated by the hospital, unless you work in obstetrics (OB), the emergency room (ER) or the operating room (OR) area, nurses are free to wear their own scrubs.

**Should I go to a “fitting”?**

ONA’s position is that nurses do not need to go to a fitting for scrub tops. We believe that the employer is unable to require you to purchase your own scrubs and at the same time dictate which vendor you use for this purchase. Should we agree at some later date on a uniform, aspects such as fit, cut, fabric and vendors will be bargained.

“*My evaluation is coming up and I don’t want to be seen as not a team player.*” The hospital cannot discipline you based on whether you wear an optional (for RN’s) uniform. As long as you are wearing professional attire, you are fine.

“I might as well get their scrubs now, it’s inevitable.” Whether we choose to adopt the SAHS color coded system will be determined by your bargaining units and during negotiation sessions. Nothing is “inevitable” and as a term and condition of your employment this can be negotiated.

If you have questions, please talk to your local bargaining unit leaders or call your ONA labor relations representative, Ateusa Salemi at 541-571-8552, salemi@OregonRN.org.
ONA is pleased to provide our Center for Evidence-Based Practice and Research (CEBPR) as a way to advance the field of nursing through evidence-based practice and research. Nurses are important to the elimination, or lessening, of infections, injuries and other adverse outcomes for patients.

The CEBPR houses important Evidence Based-Practice Guidelines and Research as a way to put current evidence at our members’ fingertips for quick access and ultimate use. Practices based on research findings are more likely to result in the desired patient outcomes across settings. When evidence is used to define best practices rather than to support existing practices, nursing care keeps pace with the latest technological advances and takes advantage of new knowledge developments.

We will update the CEBPR as new information and research becomes available. If there are any questions or comments please direct them to ONA Professional Services at practice@oregonrn.org.

Evidence-Based Practice Topics
- Catheter Associated Urinary Tract Infections (CAUTI)
- Central Line-Associated Blood Stream Infections (CLABSI)
- Fall Prevention in Acute Care
- Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS)

Published Research Articles
- ONA’s wants to ensure that our nurses know about research conducted around the world, so we will continue to gather and share relevant research links. Below you will find links to published research articles that are relevant to the nursing profession.
- Nursing Supply and Demand through 2020 - Georgetown University

Please mark your calendars and plan on joining us for the 2015 Annual ONA Bargaining Unit Leadership Conference this fall. This year’s leadership conference, "Powering Up: Challenges and Opportunities" will be Friday, Sept. 18, 2015, at the Holiday Inn in Wilsonville. We are excited to present a day of educational sessions focused on strengthening our bargaining units and honing collective bargaining skills, positioning ONA and nurses to be ready for future challenges and to capitalize on opportunities as they arise.

Who Can Attend?

This conference is specifically for ONA professional union members who are either currently in leadership positions (BU executive team, PNCC members, Staffing Committee members) or those who are interested in taking a more active role in their bargaining unit. ONA Student Affiliate Members are also welcome to attend.

Continuing Education

This program is pending approval by Oregon Nurses Association, CEARP # 301.06.2015 for continuing nursing education contact hours. ONA is an accredited provider approved by Cal BRN, Provider #15089.