

ONA-Sky Lakes (SKY) Executive Committee

President:

Juliann Underwood, RN,
OR

Vice President:

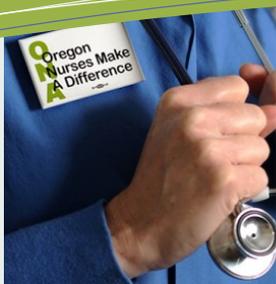
Greg Collins, RN, OR

Secretary:

Jaime Delzotti, RN,
Post Surgical Unit

Treasurer:

Heather Mitchell, RN,
Day Surgery



In this issue

Our ONA-SKY Leaders are Energized! – Page 1

ONA Convention Held in Seaside – Pages 2 & 3

Panel Discusses PSU Experience with Interest Based-Bargaining– Page 3

From The ONA Bookshelf – Pages 4 & 5

Nurses Applaud Supreme Court Decision in Labor Rights Case – Page 5

Time to Unite– Page 6

OUR ONA-SKY LEADERS ARE ENERGIZED!

We Reach Out to Members; Receive Further Training

Your re-energized leadership is dedicated to our members! We want to let you know about the work being done by your nurse leaders and how you can get involved at Sky Lakes Medical Center (SKY) Our Oregon Nurses Association

(ONA) leaders are in frequent communication with each other and unit members. We round our units monthly, deliver regular newsletters, defend members in grievances and hold socials.

We are also continuing to expand our leadership base. We are hosting training sessions for unit



representatives. Unit representatives are our on-the-floor shop stewards and serve other nurses as a conduit of information.

Unit representatives select which activities they would like to be involved in:

- orienting and mentoring new members
- organizing issue campaigns to unite nurses
- serving on the contract action team (CAT) to keep others informed about negotiations
- assisting with disciplinary proceedings and grievance actions.

A two-part training will occur Thursday, April 21, 4-7 p.m. and Friday, April 22, 10 a.m. -1 p.m. We are also planning a second two-part training May 23 -24.

We would like a unit representative on every shift, every day, in every unit! If you are interested or know someone who is interested, please contact Gary Aguiar, Aguiar@oregonrn.org, text or call 503-444-0690.

continued on page 2

SAVE THE DATE!

ONA 2016 Annual Bargaining Unit Leadership Conference

Sept. 30 –
Oct. 1, 2016

Portland Hilton
921 SW 6th Ave.,
Portland, OR
97204

Oregon Nurses Association

18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062

1-800-634-3552

within Oregon

www.OregonRN.org



“At the ONA Convention, I learned that the staffing law is being implemented by the Nursing Staffing Advisory Board.” - Greg Collins

ONA CONVENTION HELD IN SEASIDE

Nurse Leaders Learn from and Support Each Other; Retiring Executive Director Susan King Honored

More than two-hundred nurses and guests gathered in Seaside, OR for the biennial ONA convention April 11 – 13. Although the weather was blustery and wet outside, the environment inside was warm and welcoming. Two nurse leaders from Sky Lakes Medical Center attended, Juliann Underwood and Greg Collins, who are our President and Vice president, respectively.

Professor Beatrice Kalisch, RN, Ph.D., University of Michigan School of Nursing, presented the keynote



From left, Greg Collins, ONA-SKY Vice President, and Juliann Underwood, ONA-SKY President, meet with Gary Aguiar, ONA Labor Rep and Tonya Tittle, ONA's Nurse Practice Consultant at the ONA Convention in Seaside, OR.

address discussing her research on missed nursing care like ambulation, patient education and oral hygiene. Her findings suggest that these omissions are similar across multiple hospitals indicating a systemwide problem in our delivery of inpatient health care. Her research highlights inadequate staffing—both RNs and assistive personnel—and communications, including poor handoffs and tension among team members.

Monday afternoon was dedicated to the recent

changes in Oregon's nurse staffing laws, which included presentations by officials from the Oregon Health Authority, who are currently writing the administrative rules that will implement the revised law. Members of the gubernatorial-appointed Nursing Staffing Advisory Board (NSAB), which includes several ONA nurse leaders as well as ONA Executive Director Susan King, were a part of the panel.

As Greg Collins, ONA-SKY Vice President said, "the NSAB is charged with developing rules/guidelines for this new law. They are meeting in July when they will discuss the law, including mandatory overtime, as well as options to implement the new law." We also heard success stories from other hospitals using analytics, acuity tools, and active trialing to improve safe staffing.

On Tuesday, RNs attended seminars and workshops on topics ranging from ethics and nursing leadership, mental health and combating anti-worker measures. In the latter, we learned we dodged a bullet in the U.S. Supreme Court Friedrichs case, but we are likely to see a couple of anti-worker ballot initiatives on the November ballot here in Oregon.

In the House of Delegates Wednesday, the 153 delegates recognized the long and successful leadership of Susan E. King, who is retiring at ONA's Executive Director at the end of 2016. The Board of Directors also revealed the Susan E. King Emerging Leader Award for nurse leaders with less than 10 years of nursing experience who advance the nursing profession and quality care. Lizzy McPhee, an IV Therapy RN at OSHU, was the initial recipient of the Emerging Leader Award. She is active in the Association of University Registered Nurses, OHSU's local chapter, where she has served as an executive officer, a member of the bargaining team, and vigorously defends RNs involved in disciplinary investigations throughout the hospital.

ONA CONVENTION HELD IN SEASIDE

In a tribute to Florence Nightingale, attendees also honored and reflected on our nurse colleagues who passed away in the last year. Individuals inscribed the names of the recently deceased in a permanent dedicatory book.

After lunch, Oregon House Speaker Tina Kotek spoke to the delegates about the long cooperation between ONA and the legislature. She relayed her personal experience with nurses when her mother was hospitalized in Portland. She discussed several joint successes in the last two years, particularly SB 469, which strengthened the voice of nurses in safe patient care. The law requires hospital-based staffing committees to be composed of one-half direct

care RNs, limits mandatory overtime, as well as funds and authorizes the Oregon Health Authority to audit hospitals' staffing plans every five years. She also

championed the recent legislation that made permanent that Nurse Practitioners will be paid the same fees for the same work as other medical providers.

WHY ARE YOU AN ONA MEMBER?

Juliann Underwood, RN, ONA-SKY President says, "I am an ONA member, because it is our nursing professional organization. ONA has my back as an RN. ONA protects us and ensures that our patients are the primary focus of nursing legislation. Oregon's safe staffing law has provided us with the avenue to have an equal voice in our hospital. This law was accomplished by ONA and our commitment to nursing. At a personal level, I know that our ONA leadership understands the struggles and stresses that affect each and every RN in the state. ONA helps us protect and support each other in our professional practice."



Panel Discusses PSU Experience with Interest Based-Bargaining

Alternative to traditional approach yields positive outcomes

A panel of the 29th Public Employment Relations Conference held in Salem Thursday, April 14, discussed how faculty and administration negotiators at Portland State University (PSU) employed an alternate bargaining approach to build respect and create a better contract in 2015. Instead of positional bargaining—the traditional approach, a facilitator provided by the Employee Relations Board assisted the negotiators in using Interest-Based Bargaining (IBB). IBB uses a problem-solving approach, where individuals bring interests, or problems, to the table and the group jointly explores possible solutions.

After the toxic conditions created by a near-strike at PSU in 2014, the panelists thought IBB fit better with the academic environment of discovery and

exploration of new ideas. They agreed IBB requires more time and resources than the positional approach of presenting and defending proposals and counterproposals used previously, but produced a better contract.

The university provided partial release time to labor bargainers with the American Association of University Professors team and purchased mind-mapping software to enable and document their progress. They produced a four-year collective bargaining agreement that provided real solutions, e.g., around leave time for year-round non-faculty professionals in student services.

[Click here for more information regarding this conference.](#)

From the ONA Bookshelf



A review of *The Nurses: A Year of Secrets, Drama, and Miracles with the Heroes of the Hospital*. by Alexandra Robbins. 2015. New York: Workman Publishing (369 pages, paperback \$17, Kindle edition \$11).

In this page-turner, Robbins describes the lives of contemporary nurses, portraying their highs and lows caring for patients in America's hospitals. Based on her interviews with hundreds of nurses, this ethnographic discourse will resonant with working RNs.

Robbins follows four nurses in four hospitals in an unnamed American city. Molly, confident and brash, she disagreed with her former hospital's anti-nursing policies, signed with an agency. Lara, competent and committed, raising two small children on her own, continues to struggle with drug addiction. Juliette is "a hard-worker who advocates loudly for her patients even when it is not in her best interests to do so" (p. 24). And Sam is a recent graduate who becomes discouraged by

physicians' and managers' lack of respect for nurses.

Each chapter balances these four nurses' personal stories with pointed insights from academic studies and industry reports. For example, instead of addressing underlying nurse staffing issues, hospitals game the system of patient satisfaction scores. Several hospitals print cue cards using specific jargon to trigger higher patient satisfaction scores. Even though most nurses carry too heavy a patient load, they are told to use key phrases **three times in**

a shift to each patient, "Is there anything else I can do for you before I leave? I have the time while I am here in your room" (p. 216). Yet, Robbins reports "a study comparing patient satisfaction scores with surveys of almost 100,000 nurses showed that a better nurse work environment raised scores on every HCAHPS question" (p. 221).

Robbins treats readers to a unique inside view directly from the "secret club" of nursing, where RNs share their joys, rewards, struggles and pain. For nurses and those who love them, this is a hard book to put down, because it is lively, engaging and empathetic.

A nurse tells Robbins, "it is the nurse who holds the hands of a patient without a

family, who talks to them while they take their last breath, who aches for them while they die alone. It is the nurse who cleans the patient's body, who wipes away the blood and fluids, and closes his eyes. It is the nurse who says goodbye to the patient for the last time. Our story needs to be told. We want to be heard" (p. 26).

And there are so many good stories to tell, we cannot review the breadth and depth of nurses' insights that Robbins shares. Using the nurses' own words, she relates

(Continued on page 5)

Some advice from author Alexandra Robbins in *The Nurses*

For hospitals and managers:

- ◆ Involve nurses in decision making.
- ◆ Don't automatically or exclusively fault nurses for medical errors.
- ◆ Appoint a contact person to objectively handle nurses' concerns.
- ◆ Require everyone to call each other by their first name.
- ◆ Prioritize security.
- ◆ Talk about substance abuse.

For the public:

- ◆ Appoint one family spokesperson.
- ◆ Ask questions.
- ◆ Do as much as you can for yourself and for the patient.
- ◆ Understand a nurse's schedule is complicated.

From the ONA Bookshelf

(continued from page 4)

the heroic roles that nurses perform daily as the archetypical multitaskers: confidantes, communicators, comforters, nurturers, teachers, advocates, reporters, watchmen, warriors, gatekeepers and diplomats. The anecdotes will validate any RN's experiences and serve as an introduction to nurse's daily work for her loved ones.

Robbins covers the primary topics that affect nurses today:

- workplace violence, including bullying by physicians, patients and managers;
- nurse cliques and why nurses "eat their young";
- nurse understaffing and long shifts without breaks;
- the "sexy nurse" stereotype; and

- drug abuse by nurses and patients,

Robbins concludes with a worthwhile set of suggestions for hospitals, patients and nurses (see box on page 4). However, she overlooks a key component of nurses' ability to affect their workplace. Nursing associations, especially labor unions, provide a safe supportive venue for nurses to bind together to advocate for each other and their profession.

Other than a single passing reference, Robbins ignores the tremendous advances in a century of effort by state and national nursing associations. ONA leaders know that nurses working together have facilitated safe patient care, including Oregon's nurse staffing law, shared governance principles and job protection. All produced by nurses uniting for common action.

Nurses Applaud Supreme Court Decision in Labor Rights Case

On March 29, ONA joined national, state and local health care, labor and advocacy organizations in applauding the U.S. Supreme Court's 4-4 decision in the *Friedrichs v. California*

Teachers Association case. The Court's split decision preserves more than 30 years of legal precedent and affirms the lower court's ruling in favor of public sector unions.

This decision is an important victory for nurses and other public employees in an ongoing fight against wealthy special interests bent on forcing member-led organizations like ours to represent workers who refuse to pay their fair share.

Anti-worker attacks like *Friedrichs* aim to silence nurses' voices to stop us from advocating for our

patients, our communities and ourselves. In Oregon, corporate-backed special interests are already trying to put similar anti-worker initiatives on

Oregon's ballot this November and new anti-worker court cases will be filed soon.

Despite this win, we must remain vigilant to protect our legal rights and our ability to improve standards for patients and nurses. We look forward to continuing this work together.

[Click here](#) to learn more

about anti-worker attacks and what we can do to stop them.

[Click here](#) to stand up for working families by pledging to oppose anti-worker attacks.



TIME TO UNITE

Right now, anti-worker groups are taking aim at the rights of Oregon's nurses and working families. They want to make it harder for us to advocate for appropriate staffing and equipment, pass public health policies and preserve the practice standards we've worked to establish.

From court cases to ballot measures, anti-worker groups tied to wealthy billionaires like the Koch Brothers are trying to silence our voice in order to increase corporate profits.

This November, Oregonians will see wealthy special interests push anti-worker measures onto our election ballots. These measures require public employers to discriminate between union and non-union nurses and are designed to weaken our voice in our workplace; leading to pay cuts and benefit losses and negatively impacting our ability to advocate for our patients.

We can't let this happen. There is too much at stake for our patients, our practice and our communities.

We've beaten similar anti-worker attacks before and we can do it again.

Protect your rights to advocate for your patients and



your community by [pledging to oppose anti-worker attacks and stand up for Oregon's working families](#), and learn more about anti-worker attacks and what you can do to prevent them [on ONA's website](#).

“ To do what nobody else will do, a way that nobody else can do, in spite of all we go through; that is to be a nurse. ”

Rawsi Williams, BSN, RN