



Oregon Nurses Association
Bargaining Unit Newsletter

Feb. 20, 2015

St. Charles Medical Center - Bend Newsletter



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Bargaining Survey on Wages and Benefits Now Open!

Oregon Nurses Association (ONA)/St. Charles Bend (STC-B) bargaining survey on wages and benefits is now open. Please respond promptly! The survey will close in approximately two weeks to enable us to prepare for bargaining.

To take the survey, log into bend.onaweb.org and select Latest News or go to OregonRN.org and select St. Charles Bend under Find Your Bargaining Unit. The survey on working conditions and nurse culture is now closed.

Negotiations Begin March 31

The ONA/STC-B negotiation team will consist of the negotiating team members listed on the left side of the newsletter. Additionally, Courtney Niebel, ONA labor relations representative will be joining us March 2. ONA labor relations representative Alison Hamway will be retiring after negotiations conclude. Both Alison and Courtney will be working through negotiations. (More details about Courtney will be in our next newsletter!)

We will discuss ground rules for negotiations at our labor management committee Feb. 24.

The administration team will be:

Paula Lehmann – spokesman
Andrinna Leask – human resources administrative assistant (note taker)
Chad Davis – manager Labor & Caregiver Relations
Karen Reed – Bend & Redmond chief nursing officer
Debbie Robinson – director Patient Care Support Bend & Redmond
Mark Highland – manager Ortho Neuro
Lusine Sarkisian – director intensive care unit, family birth center and NICU
Jackie McLean – manager Perioperative Services

Unit Representative Training

Thursday, Feb. 26

(0815 – 1115 in Classroom F or 1530 – 1830 in Physician's Dining Room).

Unit representatives are the communications link between ONA, their units,

as well as representing employees in investigatory interviews and the grievance process. We have vacancies for unit representatives in several units.

If you are interested in attending our training or in serving as your unit's representative, email [Alison Hamway](mailto:Alison.Hamway@oregonrn.org) hamway@oregonrn.org

ONA's Lobby Day in Salem

John Nangle, emergency department (ED) nurse, Julie Bostrom, ED nurse, and Bruce Humphreys, Cath Lab nurse attended ONA's Lobby Day in Salem, Oregon Feb. 10. This particular legislative session will be very important to patient safety and the quality of care nurses provide as it relates to staffing. Senate Bill 469 was drafted by ONA and focuses on improvements to the existing Oregon Nurse Staffing Law. The three nurses met with their Oregon state legislative representatives, Senator Tim Knopp, House Representative Gene Whisnant, and House Representative Knute Buehler, to discuss the senate staffing bill and other legislative priorities.

In 2013, ONA nurses throughout the state reported 1,143 incidents of inadequate or unsafe staffing. That is a 114 percent increase since 2010 and, it appears staffing in general is not improving at hospitals. The Oregon Nurse Staffing Law already contains strong language about staffing such as assuring that a hospital's staffing plan is "consistent with nationally recognized evidence-based standards and guidelines established by professional nursing specialty organizations".

The new staffing bill improves on several key areas of the existing law such as:

- Empowering staffing committees*
- Clarification and housekeeping*
- Additional staffing plan requirements*
- Enhance transparency*
- Improve enforcement*
- Increase accountability*
- Changes to mandatory overtime*

In addition to the staffing bill, ONA's other legislative priorities include:

- RN's on blood drives
- Improving access to school nurses
- Public Health – Sick days
- Tobacco and nicotine prevention

To learn more and participate please check out the ONA website oregonrn.org and select the Government Relations tab.



John Nangle, Julie Bostrom and Bruce Humphreys at ONA Lobby Day

The Oregon Association of Hospitals and Health Systems (OAHHS) has made it clear they strongly oppose the improvements to the Oregon Nurse Staffing Law. The first Senate hearing on the bill was Feb.16 and our own ONA ED nurse Vikki Hickman spoke in favor of the bill with Pam Steinke, chief nursing executive/vice president of Quality at St. Charles spoke in opposition to the improvements of the Oregon Nurse Staffing Law.

Please fill out the ONA staffing and request and documentation form (SRDF) whenever you feel staffing is inadequate or unsafe and send to our professional nursing care committee (PNCC) and the other copies listed on the form.

Please fill out the supplemental whenever you miss your contractually required three 15 minutes breaks or 30 minutes lunch. Breaks and meals are required by Oregon wage and hour laws. In spring, St. Charles will also implement a new "attestation" process which requires everyone to attest at the end of each day when punching out at the Kronos time clock whether or not they received their meals and breaks each day. Be sure to always respond honestly and accurately when questions are asked at the time clock.

To see more photos from lobby day, [click here](#) or go to www.OregonRN.org.



The 2015 ONA Statewide Elections are now open for voting! Visit www.OregonRN.org for candidate bios and voting information.