



Oregon Nurses Association
Bargaining Unit Newsletter

Samaritan Pacific Communities
Hospital (PCH)

Newsletter for Nurses

September 22, 2015



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Executive Committee

Chairperson

Chesley Parker, RN
Med/Surg

Co-Chair

Sean Butler, RN, ICU

Secretary

Lynn Moody, RN
Home Health/Hospice

Membership

Terri McCulley, RN, OR

Negotiation Committee

Sean Butler, RN, ICU

Rex Payne, RN, ED

Chesley Parker, RN
Med/Surg

Lynn Moody, RN
Home Health/Hospice

Terri McCulley, RN, OR

Carmen Eisenbarth, RN
Women's Center

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Bylaws Election

Our leadership has been working with the bylaws committee to bring our by laws in line with both the ONA board of directions and the Cabinet of Economic and General Welfare. These bylaws must be changed, in order for our constituent association (CA), to be able to send delegates to the House of Delegates during ONA's Convention, spring 2016.

The voting will be on site at the Hospital Oct. 23, 2015 from 0730 to 1700, in conference room A.

Please review the changes on the ONA website under Samaritan Pacific Communities Hospital. www.OregonRN.org. if you have any questions, please talk to Chesley Parker RN - medical surgical (Med/Surg) or Sean Butler, RN - ICU.

Proposed Bylaws Changes:

1.2.10 Select a delegation to the House of Delegates.

2.4.1 A nurse who makes no dues payments to ONA or is three months or more in arrears;

2.4.2 A nurse who pays the fair-share amount in lieu of ONA dues or

5.4 The selection and term of CA delegates is to be in accordance with the ONA Bylaws Article IV. Section 3. Subsections C and D



**ONA Recommends
a yes vote.**

Committee Fund Raiser

Do you have small shampoo, soap or lotion bottles that are unopened?

Please deliver them to Chesley Parker, RN, Med/Surg. Chesley is working with a small group of nurses putting together small toiletries



for the homeless. We will also be helping with the Lunch Pack program.

If you would like to volunteer or bring some of the supplies, please see Chesley.

Oregon's Nurse Staffing Law

ONA successfully passed improvements to Oregon's hospital nurse staffing law in 2015. Thank you to all AURN nurses who attended ONA's Nurse Lobby Day, contacted legislators and otherwise participated in ONA's campaign to update the law. Many provisions of the law, including prohibitions on mandatory

overtime for nurses are already in effect. New provisions in the law give more authority to nurse staffing committees, increase transparency, improve working conditions for nurses, and give the state new tools to enforce the law

Part 1: Work Hours and Mandatory Overtime

Senate Bill 469, the Oregon nurse hospital staffing bill, was signed by Governor Brown on July 6, 2015 and is now law. Parts of the law became effective immediately, others effective Jan 1, 2016, and all final parts of the law become effective Jan 1, 2017. Over the coming weeks, we will highlight aspects of the law in a series which will appear in the Friday E-News. To start, we will present those parts of the law that became effective immediately, starting with work hours and mandatory overtime:

- Hospitals may not REQUIRE a nurse to work beyond the agreed up and prearranged shift, regardless of the length of the shift.
- Hospitals must provide a 10-hour rest period after a nurse works 12 hours in a 24-hour period. The 24-hour period starts when a nurse starts their shift.
- The law doesn't affect voluntary overtime—meaning the nurse can decide to work overtime but the organization cannot make it mandatory.
- There are limited exceptions to the "agreed upon shift," as there is still an hour of "slush time" at the end of the shift if a vacancy becomes known or there is potential for harm to patients.
- Time spent on call or standby where you are required to be on the premise counts towards hourly limits; but time on call or standby away from the hospital premise does not count
- All overtime provisions apply to members of nursing staff including registered nurses, licensed practical nurses, certified nursing assistants and other members of nursing staff as defined by OHA in rules.

Part 2: Enforcement Provisions

In part two of our series, Get to Know the Oregon Nurse Staffing Law, we look at how the new hospital nurse staffing law has dramatically improved the way complaints are handled. Some of the highlights of the new bill are:

- Requires the state to audit each hospital at least once every three years. Many hospitals in the state have never been audited and some have been audited two or three times. These audits will be in addition to complaint based investigations.
- Requires the state to initiate on-site investigation within 60 days of receiving a complaint.
- Requires the state to re-survey facilities with approved plans of correction within 60 days of plan implementation to ensure compliance. This makes sure that hospitals aren't just writing plans of correction without actually implementing the changes.
- When making an investigation the state will interview both co-chairs of the staffing committee.
- After the investigation the state will provide the findings to the hospital and the co-chairs of the staffing committee.
- The state will make these audits, findings, plans of correction and penalties public record and post them on the Oregon Health Authority website.

Look for more information from the new hospital nurse staffing law each week in the Friday E-News or visit the [ONA website here](#). If you have questions or need clarification, please contact ONA's professional services department at practice@OregonRN.org