We’re excited to announce that the following people have been officially confirmed to serve in these leadership roles. There were no contested positions.

**ONA/TCH EXECUTIVE BOARD**

Chairperson- Cindy Kistler  
Vice Chairperson- Pam Bearce  
Secretary/Treasurer- Terri Kaiser  
Grievance Chair- Ann Groundwater  
Membership Chair- Cindy Kistler  
PNCC Chair- Pam Bearce

**UNIT STEWARDS**

Emergency Room- Ann Groundwater  
FBC- Pam Bearce  
ICU- Cindy Kistler  
Progressive Care Unit- Amanda Carter  
OR/PACU- Terri Kaiser  
Day Surgery & 7th Ave- Lori Shockey  
Med/Surg- Chris Fults  
Med/Surg- Rachel Carley

**PNCC**

Ruth Sohler  
Susan Yeager  
Pam Bearce  
Brittany Wilson  
one open seat

**STAFFING COMMITTEE**

Cindy Kistler, elected co-chair  
Kistine Missildine  
Scott Emerton  
Anne Groundwater  
Susan Yeager  
Pam Bearce  
Rachel Carley  
Terri Kaiser  
Lynn Martin  
Vannessa Von Domelen

**MEMBERSHIP MATTERS**

For a Better Bargaining Unit and a Stronger Voice for TCH Nurses
ONA is excited to report the election results for our new nurse staffing committee members. Tuality Hospital is one of the last remaining hospitals in Oregon that was not in compliance with certain parts of the law, so we’re excited to be helping make that happen. The first big step was to enforce the part of the law that gives union represented nurses across the state a say in who they want representing them on staffing committees, rather than having representatives selected by administration. This is a vital component of the law that ensures that those who are in direct care positions with patients who experience first hand how staffing shortages effect patient care are the one’s selecting their representatives to this important committee. We’re excited to see this committee move forward in positive ways and hope that every nurse at Tuality will talk with your representatives on the staffing committee to solve staffing issues and give them insight into what you experience in your day to day work. We were excited to hear departments discussing who they would like to have representing them on this important committee and nominated the very best. We concluded nominations without any contested positions, so per our by-laws all nominees became representatives. If any positions had more than one person nominated a full election would have been held to elect the best candidate. We are excited to have every department represented and hope that more people will decide to join ONA and take part in having a voice in our workplace in so very many vital things that affect us and our patients. The new committee held its first meeting on June 14 and elected Cindy Kistler as their co-chair. They hope to meet again quite soon to continue to improve staffing issues at Tuality and hope you’ll give your representatives insight they can bring to that meeting.

We’ve had a variety of nurses reach out to ONA leadership and their ONA labor relations representative to ask for assistance. Throughout the last several months we have been quite busy with one case after another of errors and mistakes that have led to unfair situations and sometimes even unsafe working conditions. We’re very proud to be working so hard on enforcing our new collective bargaining agreement after ratification! Here are a few recent cases to share:

**Reversing the Step Freeze**
We asked management for a list of all RNs and the step levels they were listed at. We then did our own review and went through specific cases that could have mistakes. We set up a meeting with HR and payroll and went through those one by one and got all the mistakes we could find fixed so that everyone properly received the unfreezed step level we won in negotiations. If you think there still might be an error in reversing your 2013 step freeze, please do let us know so we can help you as well!

**Vacation Requests**
We’ve had some issues with nurses requesting vacations getting unclear and confusing responses. After reviewing our collective bargaining agreement and the processes agreed to, we’ve had management fix some errors in their processes so that everyone gets a fair and proper process for these requests. Being treated fairly in the workplace when it comes to vacation can definitely help all nurses to know they are valued for their hard work and commitment to this hospital.

**Understaffed**
In more than one department we’ve been hearing of some shifts that ended up short staffed without

Continued on Page 3
proper process followed to anticipate the lack of staff, and timeliness to fix it. In other cases a lack of fairness in how they resolved being short staffed. We are excited to report that we have a brand new set of representatives recently confirmed to serve on the staffing committee and hope that any department that runs into challenges with staffing will approach members of the staffing committee to improve this critical issue. We also have encouraged everyone to keep filling out the proper forms to report shifts that are short staffed so that there is better data on the needs and challenges our hospital faces when it comes to staffing. Filling out a form doesn't necessarily mean you're making some big complaint or opening a giant investigation, its simply providing data so that the staffing committee has a better idea where issues might exist in staffing plans and can plan head better in the future. Please keep filling out those reports, and talk to your staffing committee representative so we can improve our hospital’s staffing. We’re counting on every nurse to help with this big task, and we know it is worth such a large effort as low staffing can directly impact the quality of care and safety for our patients.

Drug Testing Delays
We’ve recently had an issue with drug testing that took nearly a week to process. We requested a meeting with human resources to discuss their process and any improvements that could be made so that any nurse that is requested to complete drug testing can receive results in a more timely manner. At that meeting we were able to discuss what was causing the delay and suggest improving which external drug testing service they contract with. We’ll be researching options and hope the hospital will consider them.

ONA Members Standing Up for a Fair and Safe Workplace

Continued from Page 2

Important ONA Nurse Resources

Membership Services
Membership Application
Professional Services
Government Relations
ONA Calendar
OCEAN-CE Online
ONA Member Benefits

Many nurses think they are members of the Oregon Nurses Association (ONA) even though they haven’t officially joined!

To activate your ONA membership, you must fill out an ONA membership application.

If you haven’t filled out a membership application you’re missing out on ONA’s membership benefits, discounts and voting rights.

ONA Members Receive:

- ANA Membership and access to ANA Programs and Trainings
- Discounted ANCC Certifications
- Free and Discounted Continuing Education (CE) Opportunities
- Consumer Discounts Including:
  - Rip City Rewards (Portland Trail Blazers)
  - California Casualty Auto and Home Insurance
  - Health Club Memberships
  - Celebrate! ONA Holiday Entertainment Guide
  - Get Away Today Vacations
  - Car Rentals

Members Have a Voice.

ONA members are the only nurses who can vote on contracts and other issues that matter to nurses.

Members Give Us Power.

Each member gives us added strength at the bargaining table to advocate for improvements to patient care, nurse staffing and other important issues.

Members Are Our Leaders.

Members can develop their leadership skills through ONA’s Nurse Leadership Institute (NLI) and take advantage of leadership opportunities by serving on your bargaining unit leadership team, Professional Nursing Care Committee (PNCC), any of ONA’s practice, ethics or health policy cabinets and the ONA board of directors.

To learn more, speak with your ONA labor representative today.

Amber Cooper
503-293-0011 ext. 308
cooper@OregonRN.org

Or visit us online at OregonRN.org to download a membership application!