



Oregon Nurses Association
Bargaining Unit Newsletter

May 2, 2018

Bay Area Hospital (BAH) Newsletter for Nurses

MEMBERSHIP MATTERS
for a better bargaining
unit and a stronger voice
for BAH nurses.

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**ONA/BAH
Executive Committee
Chair**

Gary Salcedo, RN,
PSU Patient Coordinator

Vice Chair
vacant

Secretary/Treasurer

Amy Green, RN, BSN,
Short Stay Surgery

Membership Chair

vacant

**Grievance Committee
Chair**

Wendy Hackett, RN, PACU

**Professional Nursing
Care Committee (PNCC)
Chair**

Kristen Hyatt, RN
Cardiac Cath Lab

Clinical Ladder Program

Recently, members of the Bay Area Hospital (BAH) Professional Nursing Care Committee (PNCC) learned that BAH administration wants to develop a clinical ladder program for nurses and staff. Clinical ladders were originally developed as career advancement programs designed so nurses can remain on the floor providing direct patient care while being recognized for their professional development. We think a clinical ladder can be a way for nurses to receive recognition and reimbursement for their professional achievements; it can also be a way for nurses to advance without going into a manager role. However, per labor law BAH must negotiate the terms of this type of program with Oregon Nurses

Association (ONA).

On April 27, we sent a notice to Suzie McDaniel, director of human resources for the hospital, stating we'd heard BAH was planning to implement a clinical ladder program and reminding them of their legal obligation to negotiate the terms of that program with ONA.

We will keep you informed of our progress in these negotiations. ONA leaders want to ensure all nursing staff have a voice in creating, implementing, and evaluating a clinical ladder program. If you have any questions, please contact Lori Shott, ONA labor relations representative, at 541-294-9326 or Shott@oregonrn.org

Learning the Lingo

Mandatory subjects of bargaining: Terms and conditions of employment; subjects such as work rules, pay, management rights clauses, and for public employees anything that has a direct effect on the employment relationship. If an employer makes changes in the workplace or implements a policy that touches on things not covered in the contract, then ONA does an analysis of whether the change is a mandatory subject or should result in bargaining. A demand to bargain can then be sent (such as with the clinical ladder notice).

Once a subject has been determined to be a mandatory subject of bargaining, the parties are required to bargain it; neither party may unilaterally change the language or resulting conduct until an impasse is reached.



**Lori Shott,
RN,
Labor
Relations**

Representative

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Oregon Nurses Association

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1-800-634-3552 within Oregon
www.OregonRN.org

Important ONA Nurse Resources

[Membership Services](#)
[Membership Application](#)
[Professional Services](#)
[Government Relations](#)
[ONA Calendar](#)
[OCEAN-CE Online](#)



WE LOVE NURSES!

Nurses Week 2018

Sunday, May 6 through Saturday, May 12

We appreciate our nurses every day, but Nurses Week is a great opportunity to take the time to celebrate. We also want to support nurses in this year's theme of inspiring, innovating, and influencing in the work they do every day.

"We take pride in the fact that the public has rated nursing as the most honest and ethical profession for the past 16 years. Our commitment to protecting, promoting, and improving health care for all is well recognized, and we serve the public in a wide range of roles and work settings. Therefore, it is only fitting that we take one week each year to celebrate our profession and the vital roles nurses play in health care" (nursingworld.org).

The ONA-BAH executive team will be delivering pizzas to the nursing units during the week on varied days and shifts, as well as raffling off gift cards during Facebook Live events.



NATIONAL NURSES WEEK 2018
AMERICAN NURSES ASSOCIATION
MAY 6 - 12, 2018

Your ONA-BAH Executive Team would like to encourage you to become a member of their private Facebook group to follow these events, and stay informed on other important topics. Search for "BAH ONA" to request an invite to the closed group and join the fun! We look forward to seeing you during Nurses' Week and hope you enjoy a snack on us! Thank you for all you do for patients and the nursing profession!



Online Continuing Education



Providing CE opportunities to ONA members in a convenient and user-friendly format.