Education Funds & Workday Limitations

Side Letter Agreement Proposal

Since the Bay Area Hospital (BAH) has moved to the new HR system Workday, there are limitations that this system can do as it relates to our education funds. Your ONA executive committee is reviewing the hospital’s proposal for a side Letter of Agreement (LOA) and the changes in Policy PCS_0513a.

As outlined in the LOA, both parties recognize the limitations of Workday in tracking both expenses and hours against the yearly allocation of education funds. To work around the limitations, at the beginning of each fiscal year, nurses will have the opportunity to designate the percent of their annual education funds (25, 50 or 75 percent) they would like allocated to being reimbursement for missing hours as wages for education hours. This selection cannot be changed during the year. Nurses not choosing to allocate a percentage of education funds to hours’ reimbursement will be defaulted to the education fund being allocated to expenses only. The parties further agree that wages for hours missed for virtual education will now be eligible for reimbursement. All other eligibility requirements and conditions for reimbursing educational hours will remain the same.

Your ONA executive committee wanted BU members to know of this change and to give feedback prior to signing this side LOA. The full side letter can be reviewed here, or go to www.OregonRN.org/bah and follow the link.

Policy changes are to reflect the changes as stated in the side LOA. Please let your BU executive committee know your comments or questions to this change in how our education monies are handled. Your input is important to us.

Gary Salcedo RN,ONC
(541) 290-5754

Staffing Request & Documentation Form

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
Staffing Request & Documentation Form  
(continued from page 1)

3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process?
Email SRDF@OregonRN.org

### BAH Staffing Committee Needs You

Staffing committees are made up of managers and a nurse from each floor. The Oregon Hospital Nurse Staffing Law requires hospitals to have a staffing plan developed by a committee of made up of an equal number of nurses and nurse managers.

BHA/ONA’s staffing committee works to keep staffing plans updated and address staffing problems. Each unit develops their own staffing plan based on acuity and intensity of the patients along with the skill mix of the nurses which is reviewed by the staffing committee.

Interested in running for staffing committee? Please reach out to your local officers or labor rep, Misha Hernandez Hernandez@OregonRN.org.

Matt Calzia is the ONA Nurse Practice Consultant who works directly with SRDFs and staffing committee.

Matt Calzia became active with ONA through his bargaining unit where he was a member of the bargaining unit executive committee and participated in contract and reorganization negotiations. He joined ONA as a staff member in the Professional Services department in 2019.

Matt obtained his AAS in nursing from Lane Community College in Eugene. He entered an ICU new graduate training program and has worked in the ICU, catheterization lab, and rapid response. His professional interests include nurse empowerment, medical ethics, critical care, and palliative care. Matt received his BSN from Boise State University. He enjoys cooking, gardening, and time with family. You can reach Matt by phone or email (503) 293-0011 ext. 1328 or Calzia@OregonRN.org.

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The Mandagies
Steward Trainings

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues. Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

Topics and Dates

Introductory Steward Training
- Saturday, June 19, 2021
- Tuesday, Sept. 21, 2021
- Thursday, Dec. 9, 2021

Grievance Handling Training
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, Oct. 9, 2021

Building Worksite Power Training
- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021

ANA Launches Resilience & Nurse Suicide Prevention Resource Site

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention. Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients.

Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA's Resilience and Nurse Suicide Prevention Resource site provides information and tools to:
- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need.

Nurses, you are not alone. Help is available. Learn more here.
Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference. This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Failing to support our community members outside the hospital leads to problems inside our workplace. For example, nurses have cited the lack of community-based mental health services as a factor in increasing boarding and violence inside emergency departments. This is the definition of a lose-lose issue. Patients, nurses, and our community are all needlessly suffering because of the same problem. So, what happens when union members, especially nurses, take the power of bargaining and pull in the concerns of the communities we live in?

In recent decades, we’ve seen union teachers make a difference using BCG. In 2018 United Teachers of Los Angeles brought a demand to the bargaining table that the school district—in collaboration with the Community Schools Implementation Team (CSIT) and school communities—designate 20 schools in high-need areas to engage in a Community Schools transformation process. Their demand included a district allocation of $10 million each year to protect them from being turned into charter schools, which wouldn’t serve their communities well. This is a powerful example of how bargaining brought forward a community issue which also addressed the needs of teachers. Win-win!

It’s time to bring BCG and these kinds of win-win solutions into the healthcare industry in Oregon. Given the bright light COVID-19 has shone on the racial inequities and public health weaknesses of our health care system, 2021 offers a significant opportunity for ONA members to redefine what’s at stake for the communities we serve through the bargaining process.

Come to ONA’s 2021 Bargaining Unit Leadership Conference on Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Registration will open in early spring.

Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.