Your Bargaining Update

STATEMENT FROM A BARGAINING TEAM MEMBER

Hi, my name is Alexandra Johnson. I have been working at Bay Area Hospital (BAH) for a year and a half.

I work nights in the intensive care unit (ICU). Union negotiations are going well and your union bargaining team is working hard to bring positive changes. I have not had any paid time off (PTO) approved in over a year. Something we will be working on, which is near and dear to my heart, is making sure we are able to use our PTO when we ask for it. I have been a dedicated nurse throughout the pandemic, so not being able to have time off has been extremely difficult and I believe it is one of the leading factors of the high turnover (almost 100%) in my unit in the last year. We are also working hard on adding to other articles in the contract, so please let us know about issues that are important to you if you haven’t already.

ONa PROPosals ON THE TABLE

Your bargaining team has proposed quarantine protective policy and pay language, workplace safety, anti-bullying, violence prevention processes, and payroll processes. We are currently writing language around staffing, safety, floating guidelines and more. The team is meeting today, (Monday, Oct. 11) to finalize the current language proposal before the next bargaining day on Oct. 14.

ONA will be working throughout the week to finalize more language to propose in this portion of the bargaining which is permissive. Mandatory bargaining of financials and benefits will be the next steps in proposals and will be addressed as a financial package by the sixth session.
UNSAFE STAFFING

REFUSAL TO ACCEPT AN UNSAFE ASSIGNMENT

The Oregon State Board of Nursing (OSBN) states that a nurse is responsible for ensuring that they have the “knowledge, skills, competencies, and abilities” to safely accept an assignment. This requires that we utilize our professional judgment to assess our personal scope, based on our individualized education and experience, and refuse to accept an assignment which we cannot safely perform. The OSBN does not give a list of allowed assignments or tasks, but has provided a scope of practice decision-making guideline that we should all be familiar with. By accepting an assignment, the nurse is indicating that they are able to provide the appropriate level of care and can be held responsible for the outcomes of that assignment. It is important to document any refusal to accept an assignment both by emailing the specific rationale for refusal to the supervisor and others in the chain of command.

Additionally, it is important that you submit a staffing request and documentation form (SRDF) to document the request for additional staff and any negative outcomes that occur as a result of the hospital’s refusal to provide that additional staff.

KNOW YOUR RIGHTS

The Oregon Nurse Staffing Law places limits on the number of hours we can be forced to work mandatory overtime. The hospital cannot require us to work more than 48 hours in one week or more than 12 hours in a 24-hour period.

Review the Oregon Health Authority’s Hospital Nurse Staffing Interpretive Guidance on Mandatory Overtime now (see page 10 of linked document).

CONTRACT ACTION TEAM

We have members of our bargaining unit who support bargaining but don’t have the time to be on the bargaining team - these folks are considered contract action team (CAT) members.

They are stewards of the bargaining process and help behind the scenes with petitions, spreading the word about actions, and more.

WANT TO JOIN?

Please reach out to our ONA labor representative Misha Hernandez at Hernandez@OregonRN.org.

UNION WEDNESDAYS

Every Wednesday show your union solidarity by wearing a green ONA shirt, mask, surgical cap, bracelet or sticker. Gary Salcedo has shirts available in his office (masks and caps are being ordered). Contact him to get your t-shirt at: gary.salcedo@bayareahospital.org.