Bargaining Survey is Coming!

Bay Area Hospital (BAH)/Oregon Nurses Association bargaining unit contract expires as of December 2021. The executive team and ONA staff are preparing for bargaining.

We have a strong group of nurses preparing to be on the bargaining team. We are currently reviewing and preparing the bargaining survey.

The survey link will be emailed to you so if you do not receive it please reach out to your labor rep and if your email has changed, please reach out to Member Services at memberservices@oregonrn.org with your updated information.

Your bargaining team wants to hear from you! It is the answers to the survey questions that will inform the new contract language proposed at the table.

If you are interested in serving on the bargaining team, please reach out to your labor representative Misha Hernandez at Hernandez@OregonRN.org.

Workplace Violence Prevention

As many of you know there have been several incidents of workplace violence that have resulted in severe injury of nurses and staff.

ONA is currently working collaboratively with HR and Employee Health to address safety concerns in the facility.

If you have an issue of workplace violence and you would like to be more involved in the conversation, please reach out to your steward labor representative Misha Hernandez at Hernandez@OregonRN.org.

Staffing Committee & Oregon Law

The nurse staffing law was created to ensure that every hospitalized Oregonian receives safe patient care in acute care hospitals, defined as “nursing care that is provided appropriately, in a timely manner, and meets the patients’ health care needs.”

The Oregon Hospital Nurse Staffing Law ensures staffing committees have the final say in hospital’s staffing plans, increases investigations and audits by the state and enhances transparency. It also establishes reasonable limits on mandatory overtime and creates a mediation process for committees to resolve impasses, among other important changes.

Staffing committees will be made up of 50 percent direct-care staff and 50 percent nurse managers. A non-RN staff member whose services are
Staffing Committee & Oregon Law  (continued from page 1)

covered by the staffing plan, will join the staffing committee as part of the direct-care staff’s 50 percent membership. Direct care nurses and the non-RN staff member will be selected by their bargaining unit, if they are represented by a union. A direct-care nurse and a nurse manager will serve as co-chairs of the committee.

▶ Staffing committees will look at patterns of mandatory OT and voluntary OT.
▶ Patient outcomes.

▶ Complaints regarding staffing (SRDFs)
▶ Aggregate hours of MOT and VOT
▶ Percentage of shifts for each hospital unit when staffing differed from the staffing plan
▶ Upon review of staffing plans the SC shall report whether the staffing plan ensures adequate staffing or modify the plan as necessary to ensure adequate staffing to meet patient care needs.

Staffing Committee Updates

Amy Walter of Short Stay has stepped up to Co-Chair the BAH staffing committee. Thank you, Amy!

Legislative Wins in Staffing

In 2021, the ONA Legislative Team successfully passed two important bills. HB 3011, which is the staffing funding bill that gives the Oregon Health Authority (OHA) the oversight, and HB 3016, which says that employers have to come back to the table after a period of time during a national Crisis such as last year’s fires or COVID-19.

Executive Team Openings

Currently there are two openings on the BAH executive team Vice Chair and Grievance Officer.

If you are interested in being more engaged please reach out to Gary Salcedo the current BAH BU Chair.

Staffing During Crisis

Lessons Learned During the COVID-19 Pandemic

The COVID-19 pandemic has caused health care systems worldwide to rethink the way they use nursing staff during times of crisis, especially when demand exceeds what existing staff can deliver. An article in The Business Journals warns that nurse staffing shortages are not likely to end anytime soon.

The U.S. Bureau of Labor Statistics projects the country will need 1.1 million new nurses by 2022 to avoid a shortage. In addition to retirement of the baby boomer generation, multiple recent surveys indicate high rates of stress and burnout among nurses, causing some to consider leaving the profession early.

Health care administrators need to continue thinking outside the box when considering nurse staffing strategies that will attract and retain nurses.

▶ Read more about nurse staffing lessons learned during the pandemic here.

International Council of Nurses Calls for Urgent Action to Combat Global Staffing Crisis

Ninety percent of National Nurses Associations (NNAs) reported they are somewhat or extremely concerned that the pandemic has resulted in heavier workloads and insufficient resourcing to such a degree that more nurses are leaving the profession.

continued on page 3
The International Council of Nurses (ICN) estimates a global nursing shortage of 13 million nurses and are calling on governments and health care systems to mitigate the damage by putting resources into improving nurse retention. The ICN makes clear there is no quick or easy solution to the shortage and health care systems must turn to focus on improving the work environments of current nurses.

ONA members are feeling the staffing crisis and increased demands in their workplaces and engaging their managers to collaborate on meaningful interventions because the frequent management response of “we are getting more travelers” is not a realistic solution to the global nursing shortage.

Read the full ICN report to learn more.

More Steward Trainings Added Throughout the Year

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.

We offer multiple trainings throughout the year, focusing on representing your coworkers, problem-solving workplace issues, welcoming new members to their union, and building our union’s overall power to make improvements for nurses.

Find a training to help you become a union steward and/or develop your skills to build a stronger union.

Click here for topics, dates, times, and registration.

Topics and Dates

**Introductory Steward Training**
- Thursday, August 26, 2021
- Tuesday, Sept. 21, 2021
- Saturday, October 16, 2021
- Wednesday, November 17, 2021
- Thursday, Dec. 9, 2021

**Grievance Handling Training**
- Saturday, Oct. 9, 2021

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

Space is limited so register today at:

Oregon nurses are too important to not get vaccinated!

"I thought about my grandparents who have comorbidities, about a friend who lost his dad, the newborns I am around at work, and my best friend’s baby who I would do anything to help keep safe."

- Jessica Conrad, RN, Klamath Falls, OR

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**T** - Talk to someone you trust.
**R** - Research vaccine information from reputable sources.
**U** - Understand where your hesitancy or concern is coming from.
**S** - Set an appointment to receive your vaccine and talk to your health care provider.
**T** - Talk to your patients about your own story of overcoming vaccine hesitancy.

www.OregonRN.org/COVID-vaccine

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**Nurses and the COVID-19 Vaccine**

As one of the most trusted professions, nurses play a key role in preventing the spread of infectious diseases like COVID-19 by accepting and encouraging vaccination.

ONA drafted a position statement on the vaccine last December that notes nurses have a commitment to the communities they serve to be well-informed about the vaccines. The position statement encourages nurses to lead the way in getting vaccinated and provide an example for everyone else!

The American Nurses Association (ANA) Code of Ethics (2015) states that RNs have an ethical responsibility to “model the same health maintenance and health promotion measures that they teach and research”, and this responsibility includes vaccination against infectious disease.

The ANA policy Statement on Immunizations emphasizes that nurses should be advocating, educating, and advising patients to receive Centers for Disease Control & Prevention (CDC) recommended vaccinations, but acknowledges that if nurses are declining the vaccine themselves, public trust is damaged.

Do your part, get the vaccine and advocate for others to do the same!

Visit the ONA COVID-19 vaccine resource center to learn more: www.OregonRN.org/COVID-vaccine.