Cascade Health Update – September 18, 2023

NEXT MEMBERSHIP MEETING

Thank you to the nurses who turned out to the ONA membership meetings last month. We heard from both outpatient and hospice house nurses, who shared remarkably similar concerns about heavy workload which often leads to unsafe staffing and managerial incompetence including lack of follow through as well as poor communication.

We asked nurses to document these instances in a journal which they control. It can be a digital or paper journal and only needs basic information about the event: who, what, when, and where. Please do not include patient identifiers in your journal. You can backdate events and track current interactions. Things to journal include:

1. Poor communication with managers, patients and their families, or other workers,
2. Questions about policy that are unresolved,
3. Inappropriate staffing like violations of Staffing Plan or best practice, non-medical staff too involved in clinical decisions, etc.

This information is confidential. We won’t ask you to share your journal entries unless you desire to. Our goal is to identify a shared concern that we can address with management. We would want many workers to decide on a single issue or set of related issues. We then will develop a plan to present it to the employer so that individual workers are protected. We move the employer on our issues when we speak with one voice, but we need documented evidence.

So, we are calling a single meeting to hear from everyone on Monday, September 25, from 5:30 – 8:30 p.m. on Zoom. Come for any portion of the meeting which you can attend. Please invite other workers outside our bargaining unit to participate.

These meetings are confidential as well. After the meeting, you can share the discussion and topics with others, but we ask you not to share who attended and who said what.

These activities are protected under federal law. The National Labor Relations Act forbids the employer from disciplining any employee for participating in concerted job actions. No employee can face retaliation or retribution for meeting and talking about work with their coworkers, wearing stickers or buttons, documenting workplace interactions (as long as there are no HIPAA violations), and addressing workplace concerns with their managers. Please notify us if you feel threatened.

Join our Zoom Meetings in any these ways:
1) Any device’s browser
https://zoom.us/j/2810307587?pwd=czBLMnBVOMxKzJFWWh0b1ZSY1U3UT09

2) Download the Zoom app to any device
Meeting ID: 281 030 7587
Passcode: 6BJRSn

3) Dial on any phone 253-215-8782
Meeting ID: 281 030 7587
Passcode: 070754

For more information, contact Gary Aguiar, our labor rep, text/call 503-444-0690 or Aguiar@OregonRN.org.