

GRANDE RONDE HOSPITAL

NEWSLETTER

Jan. 22, 2025

Meet Your ONA President at GRH



Sarah Hancock

Hello everyone, I am excited to transition into the role as president. I recently served as the ICU unit steward/negotiating committee for the last two years. This will be my second time being involved in negotiating the contract here.

I have been a nurse for nearly 14 years. I have worked in healthcare for 25 years in various roles as a certified nursing assistant and primarily as an ICU float nurse here at Grande Ronde Hospital.

During the pandemic I spent some time traveling to St. Charles-Bend working in PCU and ICU. I do occasionally fill in as house supervisor and have done so for the last 10 years. I have been a mentor to nursing students and a preceptor to new nurses. I am passionate about nurturing our new nurses. In 2021, I was fortunate enough to be recognized as one of the ten outstanding nurse preceptors by Oregon Center for Nursing. I have two adult children and a large extended family that always keep me busy.

I look forward to working with you and representing you. Please reach out if you have any questions.

My contact information is slb603rn@gmail.com or phone (541) 620-4333. Feel free to contact me at any time; you will not disturb my sleep. I do work night shift so please do not be deterred if I do not respond right away. I will respond by afternoon.



LEADERSHIP AND INFORMATION

Executive Committee

President: Sarah Hancock, RN (ICU)

Vice President: Ashley Cornford (ED)

Secretary/Treasurer: Alexia

Whittington (Float)

Grievance Chair: Scott Allen (ED)

Membership Chair: Shelby Humphry (ED)

PNCC Chair: Debbie Wright, RN (Surgical)

Labor Representative

Rhonda Kenny
(503) 293 - 0011 x 1341
Kenny@OregonRN.org

ONA Oregon Nurses Association
Caring for Oregon

Negotiations

The negotiation team has been meeting weekly in January and building the initial pre-negotiation survey. Please be on the lookout for the upcoming survey in your personal email and/or text. If you have questions or have something that you would like addressed in our upcoming negotiations please reach out to your unit steward/negotiation committee member. We want to hear from you.

- Kolean Boltz - Med/Surg
- Josh Ebel - ICU
- Chrissy Doud - ER
- Heather Cunningham - FBC/Infusion
- Danielle Snell - Surgical Services
- Sarah Hancock - President/Home health



Important Information



Make sure you are receiving all our updates and surveys as we go into negotiations. Please use this link or scan the QR code to update your preferences:

www.OregonRN.org/UPDATE.



We will be using both text and email to reach out to you. If you haven't been receiving the emails or texts here is a FAQ to help troubleshoot: **www.OregonRN.org/EMAILPREF**.



Please be watching for an email/text with a link to a pre-negotiation survey to gather information coming to you soon.



Do You Know Your Weingarten Rights?

If you are talking to management, you have the right to be represented and have a nurse as a witness if management has questions about or is investigating your performance or activities as a nurse.

These are your Weingarten Rights. Forty-seven years ago, on Feb. 19, 1975, the Supreme Court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination.

You Are Being Asked Questions That Might Lead To Disciplinary Action: What Do You Do?

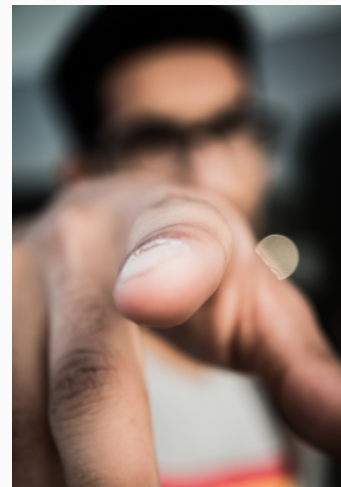
If you believe that discipline will result from a meeting with management/administration (in legalese, “an investigatory interview”), you can insist that a union representative be present during this interview. This is part of your “Weingarten Rights,” which references the 1975 United States Supreme Court case NLRB vs. Weingarten. Weingarten Rights apply only to members of a collective bargaining unit and are among the many benefits of having a union.

When an investigatory interview occurs, the following rules apply:

Rule 1): You must make a clear request for effective union representation before or during the interview:

Often an employee may not know at the outset that a meeting with management could lead to discipline. If such a meeting is or becomes an “investigatory interview,” you should assert your right to have a union officer of your choosing present. You cannot be punished for making this request. (Note: If the union representative of your choice is not available in a reasonable time period, it may be necessary for an alternative union officer to represent you.)

A typical Weingarten request would be: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my union representative arrives, I choose not to participate in this discussion.” Or you may simply say, “I want my union representative here.”



Do You Know Your Weingarten Rights? Cont.

Rule 2): After you make this request, the interviewer has three options:

Grant the request and delay the interview until your union representative arrives and has a chance to consult privately with you. (Note: The right to representation is the right to effective representation, which translates in this rule as the right to consult privately with the representative before the interview. The union representative should also know what the meeting is about ahead of time so that he/she can effectively advise you.) Deny the request and end the interview immediately; or Give you a choice of: (I) having the interview continue without representation or (II) ending the interview. (Note: It is not wise to choose the first option.)

Rule 3): If the interviewer denies your request and continues to ask questions, this is an unfair labor practice:

You have the right not to answer any questions until you have union representation. You cannot be disciplined for refusing to answer the questions, but you are required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination in some cases.

The ONA represents all RN's of the bargaining unit, both those who pay dues and those who do not, and is obligated to come to your aid without prejudice. If you are summoned to a meeting with a member of administration and discover that it is an "investigatory interview," assert your right to have a union representative present

Weingarten Rights

"I request to have a union representative present on my behalf during this meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a union representative present, I will attend the meeting, but refuse to answer questions that I believe may lead to discipline. (This is my right under a Supreme Court Decision called Weingarten)."



Safe Staffing



Do you know how to fill out the new safe staffing complaint form?

Your Safe Staffing Complaint Form

Since 1997, the Oregon Nurses Association (ONA) has provided a means for hospital nurses to report when staffing on their unit or shift is insufficient through the Staffing Request and Documentation Form (SRDF). With the historic passage of the Hospital Safe Staffing Law in 2024, Oregon now has minimum nurse-to-patients ratios in hospitals; an expanded staffing committee structures

for service, technical, and professional allied health care workers and new enforcement powers for the state to ensure compliance with the law.

Under the new Hospital Safe Staffing Law, you should submit complaints directly to the Oregon Health Authority (OHA) to hold employers accountable if you believe they are in violation of the Safe Staffing Law.

How do I submit a complaint?

- Simply follow this [link](https://www.surveymonkey.com/r/OregonHospitalStaffingComplaint) to submit your complaint:
- Complaints must be submitted no later than 60 days after the violation occurs.
- A copy of the complaint will be sent by OHA to ONA.

Tips to filling out the complaint form:

- Choose ONA (Oregon Nurses Association) as your exclusive representative.
- You will need to provide your home address and phone number, these complaints are confidential and not accessible by the public.



Safe Staffing Cont.

What happens after I submit a complaint?

- Within 30 days of submitting the complaint: If the complaint is deemed valid based on the list of violations below, OHA will open an investigation and provide notice to the hospital, the cochair of your staffing committee, and ONA.
- Within 20 days of the notice, the hospital must provide relevant documentation.
- OHA will review submissions by the hospital and, as applicable, any documentation from hospital staff and/or ONA.
- OHA may investigate further by making an on-site inspection, interviewing certain individuals and/or compelling certain documents.
- OHA must complete the investigation within 80 days of opening the investigation and send a report to the hospital, the staffing committee cochair, and ONA.

When should I submit a complaint?

What is considered a valid complaint that OHA can investigate will depend in part on when hospitals are required to comply with certain sections of the bill. For example, a hospital is not required to have established a hospital professional and technical staffing committee until December 31, 2024. If OHA received a complaint on November 1, 2023, that a hospital had not established a professional and technical staffing committee, that would not be a valid complaint and OHA would not investigate. The key effective dates referenced above, help to provide a framework for when a complaint would be valid, and therefore could be investigated by OHA.



Safe Staffing Cont.

When all aspects of the bill are effective, the complete list of valid complaints will be:

- *Failure to establish a hospital professional and technical staffing committee or a hospital service staffing committee.*
- *Failure to create a professional and technical staffing plan or a hospital service staffing plan.*
- *Failure to adopt a nurse staffing plan by agreement or after binding arbitration.*
- *Failure to comply with the staffing level in the nurse staffing plan, including the nurse-to-patient staffing ratios, is not an allowed deviation under the bill.*
- *Failure to comply with the staffing level in the professional and technical staffing plan or the hospital service staffing plan and the failure is not an allowed deviation under the bill.*
- *Failure to comply with the staffing requirements for CNAs in the bill and the failure is not an allowed deviation under the bill.*
- *Failure to allow a staff person at a hospital to attend a staffing committee meeting because the staff person was not released from other hospital duties to attend the meeting.*
- *Requiring a nursing staff, except as allowed by **ORS 441.166**, to work:*
 - *Beyond an agreed-upon prearranged shift regardless of the length of the shift;*
 - *More than 48 hours in any hospital-defined work week;*
 - *More than 12 hours in a 24-hour period; or*
 - *During the 10-hour period immediately following the 12th hour worked during a 24-hour period*



Safe Staffing Cont.

What about missed meals and breaks specifically?

- The 2023 hospital nurse staffing law establishes that the statutory ratios must be maintained even when a nurse gets a break: this means when you go out on a break, your patients are cared for so you will not be behind in your work when you get back.
- Before you file a complaint, check your collective bargaining agreement.
- The 2023 hospital nurse staffing law establishes that the statutory ratios must be maintained even when a nurse gets a break: this means when you go out on a break, your patients are cared for so you will not be behind in your work when you get back.
- Before you file a complaint, check your collective bargaining agreement.
- If there is a monetary remedy for missed meals and breaks in your collective bargaining agreement (CBA), consider filing a grievance. BOLI will not enforce a fine in these instances.
- If there is no monetary remedy in your CBA, complaints may be filed with OHA or BOLI within 60 days of the missed meal or rest break.
- If you choose to file with OHA, they will forward your complaint to BOLI within 14 days of receiving it, and will notify the hospital, co-chairs of the staffing committee, and ONA that a complaint has been filed.
- The fine for a missed meal or rest breaks is \$200, paid by the hospital, if BOLI deems the complaint valid.
- **BOLI will not enforce missed meals or rest breaks until July 1, 2025 when the final phase of the law goes into effect.**
- You may choose to file before then but know that no fines will be imposed. However, this data could be valuable to show the prevalence of staffing issues at facilities across Oregon and have the potential to aid further legislation around staffing.



STAFFING COMPLAINTS -
OREGON NURSES
ASSOCIATION (ONA)

SCAN ME



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