GSH Administration Proposes Contract Extension

As most are aware, the majority of members of the hospital administration team are new to their roles. The hospital has just announced the hiring of a new Human Resources Executive, Janeen Reding. CEO Brian Sims has offered a 2.5 percent across the board wage increase for nurses with an extension of the contract for one year.

This would mean that effective the first full pay period after March 1, your wages would increase by 2.5 percent and our contract would extend until Feb. 28, 2022. We would start negotiations at the end of 2021. The ONA negotiation team agreed to bring that proposal to the nurses to vote on.

A vote will be held online and will open Thursday, Feb. 11, at 5 p.m. (1700) and close Monday, Feb. 22 at 7:45 a.m. (0745). You must be a full member of ONA to vote.

PNCC Update

We are excited to announce that our Practice Nurse Care Committee (PNCC) is back!

The PNCC is a place for concerns and issues related to nursing practice and safety to be reviewed with the goal to develop solutions that are up to date utilizing best practice. Our members are: Chair, Denise Bush, Unit C/Treatment Center; Desara Thew, HH; and Wendy Selzler-Piersol, Med/Surg.

We still have two positions open on this important committee, if you are interested in joining, please get in touch with Chair Denise Bush or Labor Representative, Jessica Barnes Barnes@OregonRN.org.

Acute Care Services

As many of you already know, ICU and Med/Surg will now be a combined unit known as Acute Care Service (ACS). Leading this transition are Sara Camden, DNP and newly hired assistant managers, April Link, RN and Laurie Shultz, RN.

Clarifying Roles of the Med/Surg Nurse when working in the ICU

With the transition many questions and concerns have been raised, specifically the role of the Med/Surg nurse in the ICU.

A meeting was held last week with Sara Camden and CNO Brian Patrick to address these concerns. ONA representatives left with the understanding that Medical/Surgical (M/S) nurses will NOT be asked to assume the care of any patient that is not in their scope of practice.

However, M/S level patients are frequently housed in ICU, and a M/S
Updates! (continued from page 1)

A number of complaints have been received due to the implementation of the PTO/LC COVID payouts. At least one individual grievance has been filed. If you believe that you did not receive PTO or LC pay when you should have, please contact Jessica Barnes or Ateusa Salemi via email. Include the dates you did not receive payment and any communication you have between yourself and your manager attempting to resolve the situation.

A grievance was filed last winter when a nurse who had been awarded a position was denied a timely transfer to the new job, as described in our contract. After the grievance was filed, the nurse was allowed to transfer to their new position.

What is a grievance? Should I file one?

A grievance occurs when a nurse believes a section of our contract, the law or a hospital policy has been violated. We try to resolve these issues directly with management, but that is not always possible. In those cases, a formal grievance is filed. Our contract describes the grievance process here.

At no time should a manager retaliate against a nurse for filing a grievance.

New Labor Representative

ONA is happy to announce that we have filled a position for a Labor Representative based in Eastern Oregon.

Jessica Barnes, MSN, RN comes to ONA from Hermiston, Oregon where she has spent more than four years as a critical care nurse at GSH. She was raised in and still lives in Eastern Oregon with her husband and family. Jessica has a passion for nursing best practice and education. She brings both to advocacy for fellow nurses, her patients and her community.

She will be taking over the units previously served by Ateusa Salemi, RN as Ateusa moves into a new role with ONA, Lead Labor Representative.

Jessica will be training and orienting to the Eastern Oregon assignment over the coming weeks. Please welcome her. She can be reached via email at Barnes@OregonRN.org.
OHA Updates Nurse Staffing Complaint Process

Has your hospital violated the nurse staffing plan? Have you been using a system for meals and breaks that leaves your unit staffed below your core, or minimum nurse staffing levels? You may need to file a complaint with the Oregon Health Authority (OHA), the hospital nurse staffing regulatory body. OHA must, by statute, perform an investigation of a staffing complaint within 60 business days of receiving the complaint. OHA recently updated the complaint process and now includes a supplemental list of questions specific to nurse staffing. If you are filing a complaint it is important to note you will need to fill out both the “Health Care Facility Complaint Intake Form” and the “Hospital Nurse Staffing Additional Questions Form.”

If you need help with submitting a nurse staffing complaint or if you have previously filed a complaint and have not heard back from OHA, please contact your labor representative or your nurse practice consultant!

Nurse Practice Consultant:
Christy Simila Simila@OregonRN.org

Labor Representatives:
Jessica Barnes Barnes@OregonRN.org or
Ateusa Salemi Salemi@OregonRN.org

Education

Many nurses are being asked if they are interested in taking the Trauma Nursing Care Course (TNCC). The bargaining unit leaders (BUL) and the PNCC recognize that this is a great opportunity to help educate, develop, and grow our nursing staff. While the BUL and PNCC recognize these benefits, it was clarified that this is not a mandatory certification for Med/Surg nurses.

Save the Date: ONA Virtual BULC, June 25

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 (BULC). 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.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.
ONA Statewide Elections

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open Feb. 15 to March 15.
To learn more and complete your Consent to Serve form to declare your candidacy, visit: www.OregonRN/Elections

Virtual Nurse Lobby Week

Feb. 22-26, 2021
We Always Show Up!

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.
This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

Learn more and register for Nurse Lobby Week at: www.OregonRN.org

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care

Grievance Handling Training
- Saturday, February 27, 2021

Building Worksite Power Training
- Tuesday, March 16, 2021

Introductory Steward Training
- Saturday, April 17, 2021