ONA
Oregon Nurses Association

Good Samaritan Regional Medical Center (GSRMC) Newsletter

Oct. 5, 2020

EXECUTIVE COMMITTEE:

Chair:
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Vice Chair:
Jacqueline Dillon (PCU)

Secretary:
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Grievance Officer:
Terrel Ratchford (Med/Surg)

PNCC Chair:
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Membership Chair:
Michelle Farley (PCU)

STEWARDS:

Amanda King, *LDRP - Nights*
Christina Carmichael, *ICU - Days*
Christina Terkildsen, *ED - Days*
Christy Adair, *LDRP - Nights*
Corinne Howard, *Med/Surg - Days*
Jacqueline "Jax" Dillon. *PCU - Days*
Kari Squires, *LDRP - Nights*
Lindsay Repp, *ED - Evenings*
Mandy Clark, *LDRP - Nights*
Pam Gordon, *IV - Days*
Stacey Hardin, *ED - Days*
Tara Gaitaud, *PCU - Days*
Terrel Ratchford, *Med/Surg - Nights*
Theresa Rogers, *Med/Surg - Days*

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Meet the Team

MICHELLE FARLEY



Hello, I am your new Membership Chair! I have enjoyed working at Good Samaritan Regional Medical Center (GSRMC) for the past 14 years.

It has been a safe and fulfilling place of professional collaboration where all staff members' problem-solving ideas, opinions and voices are not only appreciated but encouraged. This is the working environment I wish to be a part of maintaining.

My goal as Membership Chair is to develop interdepartmental activities and trainings that foster hospital-wide communication and bring us together as a unified team. I believe that when we join our voices together as a unified group, we are stronger for it.

Grievance Wins

WORKING EXTRA HOURS

Nurses were asked to sign up for extra shifts or take additional hours and work 14 to 16-hour days to cover extra procedures planned after COVID-19. Our nurses rose to the occasion to meet the need. They were met with a lack of respect for their time or devotion and were sent home 15 minutes after arriving to work and/or cancelled before travelers. Managers said it was cancelation of "extra hours" and therefore the contract did not require two hours' notice. The managers felt they owed our nurses nothing and refused to pay them or even acknowledge the error.

We filed a grievance for cutting nurses without the required two hours' notice. Unfortunately, the GSRMC manager and human resources (HR) did not see the error or offer to correct it. It took two meetings before they admitted it had occurred.

We finally won back pay for nurses who were cancelled from shifts with less than two hours' notice and stopped this behavior!

Applicable Contract Article

ARTICLE 5.2. Nurses who are scheduled to report to work, and who are permitted to come to work without receiving prior notice that no work is available in their regular assignment, shall perform any nursing work to which they may be assigned. When the Medical Center is unable to utilize such nurse, the nurse shall be paid an amount equivalent to four (4) hours at his/her straight time hourly rate plus applicable shift differential. The provisions of this section shall not apply if the Medical Center makes a reasonable effort to notify the nurse by telephone not to report for work at least two (2) hours before their scheduled time to work.

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Grievance Wins *(continued from page 1)*

FILLING OPEN POSITIONS

Recently, your ONA officers were made aware of positions being awarded to nurses without them first being posted. This is a violation of your contract and was grieved appropriately. ONA won the grievance. Ultimately, a job was posted and awarded to the most senior and qualified nurse.

Applicable Contract Article

Article 9.C. Notices of vacancies and new positions should be posted on the HR bulletin board and website online for seven (7) calendar days. The notice shall include the position, shift, unit, minimum qualifications and FTE. Nurses interested in applying for any posted vacancy or new position shall apply electronically to the Medical Center within the above posting period.

WEEKEND PREMIUM VERSUS ON-CALL HOURS

In April 2020, GSRMC stopped paying FTE nurses weekend premium if the nurses took on-call. Staffing would call weekend premium nurses before their shift and tell them they were going to be cancelled or they could take on-call. The nurses that took on-call were then called into work at the beginning of the shift. Managers refused to pay the weekend premium of time-and-a-half plus $20 per hour. Instead, they paid the on-call rate of time-and-a-half. The ONA/GSRMC Grievance Officer Christina Carmichael grieved this. After months of perseverance, we won back pay and the nurses will now be paid weekend premium per the GSRMC contract even if they accept on-call status.

Applicable Contract Article

Article 5.C.3. If a nurse is scheduled to work a weekend shift beyond their regularly scheduled weekend, the nurse will be entitled to receive time and one-half the nurse's hourly rate of pay plus a twenty (20) dollar premium for all hours worked on that weekend. for the same number of hours actually worked beginning on the nurse's first regularly scheduled weekend shift. The following situations will not trigger the consecutive weekend premium:

a. Nurses who work more than every other weekend by their request or trade. Weekend hours or alternate schedules maybe arranged by mutual consent between the nurse and the Medical Center;

b. Educational workshop hours or PTO hours will not be counted under this paragraph.

c. Nurses who have not worked all of their scheduled shifts within the pay period (unless they were involuntarily cancelled, given an RVA or because they had previously scheduled PTO prior to the schedule being published).

ONA SAMARITAN NURSES CORVALLIS GIVE BACK PROGRAM LAUNCHING OCTOBER 2020



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PNCC EDUCATION

Your PNCC benefits include 36 hours of paid education time in addition to up to $600 annually for workshop registration fees (online or in person), certification exams (reimbursed with proof of passing), recertification and membership fees to specialty organizations. You must complete your probationary period to qualify. For questions please email gshpncced@gmail.com.

ONA House of Delegates

The ONA House of Delegates (HOD) was held virtually on Tuesday, Sept. 22, 2020. The HOD takes positions, determines policy and sets the direction on issues. They also adopt and maintain ONA's bylaws. Nurses that served as delegates to the HOD bring our collective voice to ONA.

Thank you delegates for your tireless volunteer work and serving as GSRMC's delegates.

- Christina Carmichael
- Michelle Farley
- Tara Gaitaud
- Pam Gordon

RESOLUTIONS

- Passed: Addressing the Nurse Faculty Shortage (ONA commits to finding solutions to the Nursing Faculty Shortage)
- Passed: Extending Professional Outreach in New Settings (Extending the Borders of our Professional Outreach)
- Passed with amendments: Growing and Strengthening Union Membership (Increasing Density in Existing Bargaining Units)
- Passed: Preventing Workplace Violence and Bullying (Workplace Violence of Incivility, Bullying and Harassment of Nurses)
- Passed: Promoting Payment Parity for all Nurse Practitioners (The Oregon Nurses Association (ONA) commits to supporting professional parity for salaried Nurse Practitioners (NPs) in Oregon)
- Passed: Release Time for Nurses Volunteering during Natural Disasters (Disaster Release Time Legislation Resolution)
- Passed: Supporting Nurses' Role in Educating Patients About Marijuana Use (ONA commits to providing fair and balance education and resources to nurses)
- Passed: Ethical Responsibilities of Members
- Passed: Violence Against Healthcare Workers (Violence Against Healthcare Workers: Advocating For Equality & Justice)
- Passed: Address Microaggressions

BYLAWS

- Withdrawn: Solidarity Amendments - streamline the ONA Cabinets, applying the same standards to all Cabinets and elevating our Board of Directors to oversee all.
- Passed: Creating a Cabinet on Organizing - create a new member-led Cabinet on Organizing.
- Passed: CEO Title to Executive Director - change Chief Executive Officer to Executive Director
- Passed: Elections Committee Appointments - make Board appointments possible to vacancies on the Elections Committee
- Passed: Elections Timeline - shorten the ONA election period.
- Passed: Labor Relations Department to Labor Department - align bylaw language with current terminology
- Passed: Membership Cards - provide printed cards upon request when nurses become members.

STEWARDS MAKE OUR BARGAINING UNIT STRONG!!

Become an important and valuable part of the team! Receive training in Weingarten Rights, Staffing Law, and your contract.

Use this knowledge to help with grievances, answer contract questions and welcome new hires to the team.

Interested? Have questions?
Contact Michelle Farley at
gsr.membership@gmail.com

Know Your Weingarten Rights!

What are Your Weingarten Rights?

In the case *National Labor Relations Board vs. J. Weingarten, Inc.*, the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it's important that we all know our rights in order to protect ourselves and our coworkers.

You Have a Right to Representation

Every nurse has discussions with supervisors about job performance. When this happens to you, there is an important question to ask your boss, "Could this meeting lead to discipline or affect my personal working conditions?"

If the answer is "Yes," stop the meeting and invoke your Weingarten Rights by saying:

"If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion."

How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- Ask the supervisor or manager who is present, "Could this meeting lead to discipline or affect my personal working conditions?"
- If the answer is "Yes," stop the meeting immediately.
- Invoke your Weingarten Rights by saying: *"If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion."*
- Contact your ONA steward or ONA labor representative immediately or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative, LABOR REP.

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, LABOR REP. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.

