**April 20, 2017**

**ONA / HRM**

**Negotiation Committee**

Chair:
- Elese Sewell, RN
- Margo Burtchaell, RN
- Tina Jorgensen, RN
- Pam Howard, RN
- Brenda Ralph, RN

**Representation Changes in Surgical Services**

In early April, bargaining unit steward and long-time negotiation committee member Tina Jorgensen decided to resign from her position in our bargaining unit. This is sad news considering the amount of experience and skill that she brought to this role.

In her place, member Chantal Morrison has decided to step up! She will be running as your steward, officer, and negotiations committee member. If anyone else is interested in running from Surgical Services, please let Jocelyn Pitman know by May 19. If the position is contested, there will be an election via secret ballot.

Please join us in thanking Tina for her selfless service to our bargaining unit. We will miss her thoughtfulness and tireless advocacy work.

In addition, please thank Chantal for volunteering for this position!

**Grievance Win!**

**Hood River Nurses Come Together**

**Contract Training on May 24**

Please join us for Providence Hood River Memorial Hospital (HRM) contract training on May 24!

We will be meeting from 5 -7 p.m. at China Gorge Restaurant. We will be in their meeting room.

This is the time to come and ask questions about your contract and discuss the issues that need to be addressed in bargaining, which will start this fall.

Your negotiation team will be there, along with your labor relations representative, Jocelyn Pitman.

Please RSVP by May 19 to pitman@oregonrn.org.
Grievance Win!

Our Family Birth Center (FBC) had a win over trading shifts late last month. Two nurses attempted a trade back in December and it was denied due to it being the fifth shift in a row.

The grievance read in part: “The trade did not result in overtime. The nurses are of the same skill level. When the employer has needed a nurse to work, five days in a row has been acceptable.”

The article violated is 4.06 A: “...Subsequent requests for days off must be arranged by the nurse in the form of a trade with, or substitution by, a nurse with substantial prior experience in the assignment. The trade or extra day's work must not place either employee in an overtime situation. The request for trade is to be submitted in writing to the Chief Nurse Executive or designee as much in advance of the time for the trade or substitution as is possible. A trade or substitution is not effective unless approved by the Chief Nurse Executive or designee and will not be unreasonably denied.”

However, nurses have worked five days in a row numerous times at the employer's request. FBC steward Pam Howard went to Chief Nursing Officer Becky Kopecky and explained that this isn't fair. If the employer is going to request that a nurse work five shifts in a row, then the nurse should have the same authorization when making a shift trade.

We received the grievance response on March 23 and it read in part, “Hospital units will not schedule more than four consecutive days, meeting the ONA contract. If RNs want to trade shifts or pick up premium shifts, adding more than 4 days in a row, the hospital will support their decision to do so.”

Thank you Pam Howard for helping with this grievance win!

Hood River Nurses Come Together

Home Health and Hospice RNs Come Together to Help a Colleague In Need

In late January, Hospice RN and ONA member Sandra Oglesby’s home caught on fire. She is a mom of 2-year old twins and essentially lost everything. Fortunately, Sandra and her family were able to find a place to stay while they got their lives back in order.

In February, the Hood River Home Health and Hospice team got together to help their coworker. According to Steward Brenda Ralph, “We raised $500 in cash. We also purchased new clothes and toys for the twins, as well as rounding up gently used items. Everyone pitched in and helped. In addition, we have been down three nurses and the team has come together to fill open shifts.”

“I am very thankful to have supportive co-workers. They were really helpful during a difficult time.

In addition, we are grateful for all of the items we received,” Sandra said.

This isn’t the first time that the Hood River Hospice team has come together for their community. The “Before I Die” wall is essentially a community bucket list. It was put up by this group of nurses last summer and one year prior to that, in Mosier. On this wall it says, “Before I die, I want to _______” and people can come and write their wishes in chalk. There are very interesting responses put on this wall, which attracts several visitors.

The hospice nurses, social workers, and other interested community members came together and helped put up this wall in Georgiana Smith park. This was inspired by a TED Talk from Candy Chang of New Orleans, who started this movement. The walls are maintained by the nurses, who regularly check to make sure there isn’t graffiti, refresh the chalkboard paint, and replace the chalk.

Nurses who give back to their community are worth their weight in gold!