Election Time For the 2021 Negotiations Committee

On March 1, 2021, ONA union members at Providence Hood River Memorial Hospital (PHRMH) strongly ratified a new contract maintaining Sick Leave Benefits and provided for wages 4 percent across the board over the 2019 wage rates among other gains. Our bylaws require that “Elections for the Negotiations Committee will be held three (3) months following the ratification of a successor agreement with the Hospital” to problem solve with PHRMH management, help enforce the new contract, and prepare for the next round of bargaining.

From April 23, 2021 through May 22, 2021, nominations will be accepted for the Negotiations Committee. We hope each unit will nominate at least one representative for the Nominations Committee (Emergency Department; Family Birth; Med/Surg and ICU; OR which includes PACU, Surgery, Same Day Surgery, Infusion services; and Home Health and Hospice). Members in good standing elected to the Negotiations Committee shall select the new executive officers along with additional duties.

Please send nominations to Timothy Welp, ONA labor representative at Welp@OregonRN.org. Timothy will follow up with the nominated member to ensure that the nurse is a member in good standing and that they understand the role of the Nominations Committee.

The election for hospital units that have more than one nomination shall be run on June 1, 2021 by an electronic ballot. Results will be shared within 24 hours. Click here for more information about our bylaws or the role of the Negotiations Committee.

Providence Implements a New Point System

Home Health nurses are having real problems with a new point system that tells nurses how many visits they are supposed to accomplish in a day.

Home Health nurses from Providence Hood River, Portland, and Seaside are working together to correct the unacceptable pressure that Providence’s new point system creates. Nurses are told that they need to earn five-and-a-half points per day to be seen as meeting productivity standards, however more than nine out of ten nurses cannot earn that many points due to the treatment needs their patients have. This point system creates unreasonable productivity expectations that have created rushed, low quality care especially for complex patients – members of a patient population that already tends to be vulnerable.

This unachievable point system in turn...
New Point System (Continued from page 1)

triggered an email that was sent to approximately 93 percent of Home Health nurses telling them that they are not meeting standards. That email is demoralizing, it makes nurses feel like they are going to be disciplined, it pressures nurses to work faster, and it pressures nurses to work off the clock. The new point system is demoralizing. We stand in opposition to diluting patient care and disrespecting Home Health nurses.

ONA has demanded that PHRMH come to the bargaining table and negotiate fair expectations so that patients get their care needs met and nurses are not demoralized by constantly being told that they are not working fast enough.

Develop Your Skills to Build a Stronger Union

Knowing how to read your collective bargaining agreement (CBA) and then knowing what steps to take when the contract is being violated is a core skill that proficient stewards gain through experience. Being able to provide guidance to a coworker and help maintain a safe and respectful work culture is a common outcome when there are experienced stewards at a worksite.

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions, discuss concerns and help keep every nurse up to date on important union activities. We are offering three rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling training covers identifying, filing, and following up on contract grievance. Building worksite power training stresses how to build your union and create an environment that results in improvements for nurses. Consider becoming a steward, access the trainings, and get support from a steward mentor.

A new introductory steward training has been added for April 27! This and other trainings are available throughout the year. Find the training that works best for you! Space is limited, please click here to register today!

2021 Bargaining Unit Leadership Conference: 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, social justice advocates 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.

Failing to support our community members outside the hospital leads to problems inside our workplace. For example, nurses have cited the lack of community-based mental health services as a factor in increasing
boarding and violence in hospitals. This is the
definition of a lose-lose issue. Patients, nurses, and
our community are all needlessly suffering because of
the same problem. So, what happens when union
members, especially nurses, take the power of
bargaining and pull in the concerns of the communities
we live in? How can we use our collective power to
advance social justice goals and our values of
diversity, equity, and inclusion?

In recent decades, we’ve seen union teachers make a
difference using BCG. In 2018 United Teachers of Los
Angeles brought a demand to the bargaining table that
the school district—in collaboration with the
Community Schools Implementation Team (CSIT) and
school communities—designate 20 schools in high-
need areas to engage in a Community Schools
transformation process. Their demand included a
district allocation of $10 million each year to protect
them from being turned into charter schools, which
wouldn’t serve their communities well. This is a
powerful example of how bargaining brought forward a
community issue which also addressed the needs of
teachers. Win-win!

It's time to bring BCG and these kinds of win-win
solutions into the health care industry in Oregon. Given
the bright light COVID-19 has shone on the racial
inequities and public health weaknesses of our health
care system, 2021 offers a significant opportunity for
ONA members to redefine what's at stake for the
communities we serve through the bargaining process.

Join us virtually for ONA's 2021 Bargaining Unit
Leadership Conference, Friday, June 25 to learn more
about the BCG framework and how negotiations can
achieve win-win results both for ONA members and
our communities.

Click here for more information and to register no later
than Wednesday, May 26.

The American Nurses Association
(ANA) is committed to meeting the
needs of nurses and has launched a
NEW Nurse Suicide Prevention and
Resilience Resource site to provide
information and tools to address the
critical issue of suicide prevention.

Research indicates that nurses are at a
much higher risk of suicide than the
general public. During this
unprecedented time, nurses are
struggling with mental health issues like
fear, anxiety, depression, and post-
traumatic stress as they respond to
COVID-19 and continue to care for all
patients.

Effectively managing these mental
health issues is essential in nurse
suicide prevention.

ANA’s Resilience and Nurse Suicide
Prevention Resource site provides
information and tools to:
• Build resilience
• Assist in active crises
• Support suicide survivors
• Offer grief and bereavement coping
  strategies
• Honor a nurse’s memory

We encourage all nurses to check out
the site, bookmark the pages, and share
the resources with a colleague or a
friend in need.

Nurses, you are not alone. Help is
available. Learn more here.
Voting in the 2021 ONA Statewide Elections is open through May 10. This is an opportunity for every ONA member to have a voice in the future of nursing in Oregon.

This election features contested races for Vice-President, Directors, Cabinet on Health Policy, ANA delegates and more. Vote today and let your voice be heard.

Thank you to all of the members who have stepped up to run for one of the statewide leadership positions. Our organization depends on strong leaders like you to participate in the election and help guide ONA into the future.

The candidate slates are posted on the ONA elections webpage and you can read the candidate bios in the ONA Statewide Election Voter Guide. Get to know the candidates before you cast your ballot.

How to Vote

ONA is using Election-America as the service provider for our 2021 ONA Statewide Election. All members will receive an email or postcard from Elections-America with your verification information: an election code and voting PIN.

For technical assistance, please contact Election-America at Help+ONA@election-america.com

For questions regarding your membership or election guidelines, please contact ONA at ONA@OregonRN.org.

The election closes at 11:59 p.m. on May 10, 2021.