ONA Officer Elections - April 10-16

TIME TO GET INVOLVED

It is time again for ONA PHRMH officer elections.

By nominating and electing a leadership team, you demonstrate your support for candidates and ensure that your union is democratically run. The elected officers are empowered to work with administrators when there is strong member participation. Consider running for an officer position or encouraging a coworker to run.

Our union is strongest when we have leadership from across all of our units. Mentorship and training will be provided.

Nominations for officer positions will open on March 15 closing on March 29.

Union members will receive a ballot via email on April 10 at 9:00 a.m., voting will end at 5:00 p.m. on April 16.

“Care Pairs” Team Nursing

All Oregon Providence hospitals are now proposing the “Care Pairs” team nursing model without facts or without studies that show safety or patient benefits.

If the Care Pair Model is voted in through the Staffing Effectiveness Committee, the hospital will be able to implement higher patient to nurse ratios.

There are many important questions that need to be examined before adopting a staffing model that decreases patient care standards, raises nurse liabilities, and leaves many questions unanswered like how patient acuity would be assessed and where the hospital would find enough CNAs, just to name a few concerns.

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“Care Pairs” Team Nursing continued from page 1

What is missing from the “Care Pair” conversation are detailed analysis of how this model would better support patient care.

Our Staffing Effectiveness Committee (SEC) nurse representatives have voted for more information. Let us not accept the Care Pair Team Nursing model that puts patients and nurses at risk.

Talk to your SEC Representative and ask for full transparency around Care Pair Team Nursing.

Nurse Task Force MOU

Our ONA leadership team has reached agreement through a Memorandum of Understanding (MOU) for a new monthly problem solving committee so that nurses can raise issues and concerns.

Problems that are not resolved at the unit level can be elevated for discussion at the Nurse Task Force meeting.

This meeting will usually happen on the second Friday of the month at 10 a.m. Brittany Foss (Med Surg) and Chad Mayo (SD/PACU) will represent the nurses in these meetings with Ashley Dodson (ED) standing in as alternate for the ONA.

The Nurse Task Force meeting creates another forum for nurses to raise issues and push for resolutions.

Stay tuned for progress updates.

ONA PHRMH Bylaws Revisions

Our ONA PHRMH Bylaws have been revised to clean up outdated language and to create a locally controlled treasury that is dedicated for strengthening or building our union.

The vote passed with overwhelming support of a 92% YES vote.

You can find a copy posted to your union bulletin board. All represented nurses will see a $2 per month self-assessed dues deduction that will be collected for our treasury.

Nurse Staffing: Share Your Story

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon. Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories

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Nurses Uniting to Raise Standards

Our union is building its power throughout Oregon, especially at Providence Health System. Last week, ONA RNs led the charge for patients and caregivers when advocating for an overhaul of Oregon’s hospital nurse staffing law. We packed the state capitol hearing room and led testimony about healthcare administrators’ failures and the risks to patient safety as they demanded safe staffing standards.

In a precedent-setting transformation, Providence professionals and doctors in overwhelming majorities signed cards to commit to joining the power of 4,000 caregivers across Providence, Oregon, who elevate our voices at work with our union. Doctors, nurse practitioners, midwives, and RNs at Providence’s family birth centers in Portland, therapists, counselors, and social workers in Providence’s Home Health and Hospice unit, and ED doctors from Providence Medford, all committed with overwhelming support (above 80%) to elevate their voices by filing to form a union. Their commitment is the first step toward Providence’s ONA members becoming a union that more closely reflects the power of caregivers with the highest standards in our industry, like Kaiser and OHSU.

The courageous activity from healthcare workers shows a dramatic evolution of our power as a union across Oregon and Providence. Our nurse leadership is committed to building that power as healthcare workers in Providence but changing one of the country’s ten largest health systems that have billions of dollars at its disposal is going to take a powerful effort from ONA caregivers.

Safe Staffing Legislation Update

Have you been following the coverage of our safe staffing legislation? Do you want to know about the next steps and how you can help? All members are invited to join us for a virtual town hall on March 21 at 7 p.m. to hear the progress we have made on advancing this important bill.

We are one-third of the way through Oregon’s legislative session. ONA’s government relations and nursing practice teams have many ways you can help pass HB 2697 before the session ends in June.

Log in to your ONA account and register for this virtual event. Visit www.OregonRN.org/login today!
Do you know what a SRDF form is, why you would fill one out, where to find the form and who to turn it in to?

Have you ever had one of those shifts where you knew you were stretched too thin and struggling to provide safe patient care? **THIS IS THE TIME TO SUBMIT A SRDF.**

Copies of the SRDF should go to ONA, your employer, your staffing committee or PNCC chair, and keep a copy for yourself.

**SRDF Process**

Oregon Nurses Association has provided a means by which staff nurses could report when nurse staffing on their unit/shift is insufficient and/or unsafe since 1997. The report is part of the ethical obligation of nurses to report when provision of “safe patient care” is, at the least, not supported or at the most, impossible. When a nurse on a shift is faced with staffing which is imminently or potentially unsafe according to the various causes of unsafe staffing, it is intended that the nurse:

a) Notify someone in the chain of command,

b) Ask for additional staff, and

c) Ask for a response in a reasonable period of time, e.g., minutes, hours.

The diagnostic reasoning based on professional practice is conducted as to the cause. Following this, the nurse assumes the patient care load as assigned, asking for help as they need. At the end of the shift, or within 48 hours, the nurse completes the form.

**Online SRDF Submission**

You can complete the form online below. The process does include the following steps:

1. Complete the form and submit.
2. You will receive a confirmation email with a completed PDF version of the SRDF attached.
3. Please either print or email copies of this SRDF completed form to your employer, your staffing committee or PNCC chair, and keep a copy for yourself.

If you do not receive a confirmation email or have any difficulties throughout the process, contact ONA at SRDF@OregonRN.org or call 503-293-0011.