ONA Registered Nurses at Harney District Hospital

NOTICE OF ONA MEMBER MEETING

February 20, 2013

Date: Wednesday, March 6
Time: 6 - 8 p.m.
Location: Downstairs Conference room
Agenda: Election of negotiating team and proposal from staffing committee for call shift (one per pay period)

ELECTIONS
Nominations for Negotiating Team

We are electing our negotiating team! Our contract expires on June 30, 2013, and bargaining will begin soon. If you are interested in running for the bargaining team, please fill out a "Consent to Serve" form and submit it no later than March 5, 2013. In addition, Diane Weller has stepped down as bargaining team chairperson. If you are interested in serving as chairperson, please also fill out the "Consent to Serve" form. Consent to Serve forms may be given to Nancy Carpentier (vice chair), or mail to Oregon Nurses Association (ONA) (18765 SW Boone’s Ferry Road, Suite 200, Tualatin OR 97062), or fax to 503-293-0013 Attn: Alison Hamway NO LATER THAN MARCH 5.

We will elect the negotiating team on March 6, 6-8 p.m., downstairs conference room, in a secret ballot election.

CONSENT TO RUN AND SERVE

Positions Available: Negotiating team (three positions), Chairperson (to fill vacancy)

If nominated, I consent to run and, if elected, I consent to serve.

__________________________ (Name)
__________________________ (position)

I nominate the following nurse for the following position: __________________________

Below is the nominee’s signature indicating their willingness to serve if elected. Use additional signature lines if additional positions are nominated. (Sorry, unsigned consent forms cannot be accepted)

__________________________ (Name)
__________________________ (position)

__________________________ (Name)
__________________________ (position)

18765 SW Boones Ferry Road, Suite 200  Tualatin, OR 97062 — 503-293-0011 — www.oregonrn.org
**CALL SHIFT - LETTER OF AGREEMENT TO AMEND CONTRACT PROPOSED BY STAFFING COMMITTEE**

*Important Proposal, Please Read*

**Discussion at ONA meeting March 6, 2013!**

This information is important, so please read it through and carefully consider it. We will meet as ONA members on March 6, and the staffing committee will have a meeting within the next couple of weeks to talk with the managers about the following suggestion, and make a decision about an amendment to our contract. It will not be to everyone’s liking, but we (ONA representatives to the staffing committee) suggest that it might be the lesser of two evils. **This proposal would require a letter of agreement that would need to be ratified by ONA members and by Harney District Hospital.**

1) As you have no doubt noticed, we are not sufficiently staffed for our current census. This is resulting in frequent diversions. Every patient we send out costs the hospital between $18,000 - $20,000, AS WELL AS decreases our ability to provide service to our community.

2) Management has decided that we need to staff four registered nurses (RN) per shift to prevent this hemorrhage of patients to Bend and other facilities.
   - This will result in new hires; they are already interviewing six candidates.
   - This will inevitably result in increased call time when our census is down. We can expect to meet our 20 percent call frequently.

3) An alternative brought up by the staffing committee is this:
   - Each RN will take one shift on call per pay period. These shifts will be as the fourth RN, so may very likely not be worked (if census is not high).

- These shifts could be traded around or even traded away if desired to make each individual RN as comfortable as possible with the new arrangement.

4) Advantages of this proposal:
   - Decrease our call off time. You won’t be hitting your 20 percent limit every month which, although not guaranteed, is a distinct possibility with four RNs staffed per shift.
   - Decrease our diversion rate, resulting in better service to our community and increased revenue to the hospital (which in turn results in better footing from which to bargain our new contract)
   - Decrease the burnout rate of the few RNs who take a lot of call.
   - Decrease the number of times everybody gets woken up by calls looking for another RN.

5) Our current contract expires on June 30, 2013. This issue should be dealt with immediately, or the decision will be taken away from us by hiring of new nurses.
   - This amendment to our contract could be voted upon to last until our new contract. That way we would have the chance to see if we like it or not, and determine at the time of negotiations if we want to continue with it or revisit the issue.

Respectfully,

Nancy Carpentier & Jessica Draper, Staffing Committee