

## The Clinical Ladder is being redone.

What is the purpose of a clinical ladder program and what should the characteristics of an ideal program be? This is what several PPMC nurses have been asked to wrestle with as the Hospital begins a process of reviewing and revising the Clinical Ladder Program. The scope of the work includes: discussions about issues and concerns, as well as the successes we have had with the current ladder and its processes; taking a

look at and reviewing best practices from fellow magnet institutions with regard to their clinical ladder programs; and imaging what we want our clinical ladder to accomplish and what form and structure is should take.

Three meetings have been scheduled to launch this work. One was held on January 27th and two more are scheduled for April 5th and June 10th. Stay tuned for details. What ever is developed must be bargained with ONA.

**Here are the nurses who are helping with the redesign process. Talk about your ideas with any of these people.**

Traci Nofziger  
Trudy Urban  
Oksana Morozova  
Michele Campbell  
Becky Ketterling  
Sue Phillips  
Deb Heiser  
Lisa Rivera  
Carrie Wylam  
Melissa Mason  
Fred Itveldt  
Jerome Deluz  
Jennifer Oetinger  
Melissa Taylor  
Clara Emra  
Salomeja Garolis  
Leslie Sawyer  
Ruth Boyd  
Monica Gilman  
Jane Brinlee  
Kim Falconer  
Rebecca Ivie  
Angel Child  
Kim Jacobson

## Some things ONA is working at PPMC

Here are some of the issues/concerns in the Medical Center that ONA is either involved with or monitoring.

**Staffing on 5L (The Mental Health Unit).** A newly instituted practice of doing patient checks (think of it like vigorous rounds) every 15 minutes on every patient is stressing the work load of the staff and causing the loss of lunches and breaks or the delay or emission of some patient care tasks. We are working with the manager on the unit to talk about the need for additional staff.

**4G and having nurses work variable shifts.** There are nurses on this unit some by choice and some by design who are working their hours on the unit over the course of a week working some night shifts and then some day shifts. The contract does not allow the Hospital to post these kinds of positions. (see Article 9 letter C) We have filed a grievance in attempt to resolve the matter.

**Re-configuration of the Med Surg. Float Pool.** The Hospital has proposed

changes in the way the float pool is organized and supervised. The changes will have the float nurses work more consistently in a cluster (3 areas of the Hospital -- the tower and rehab, the second floor, and the 4th and 5th floors).

**7 South and a new type of patient Radical Necks.** The Hospital has started admitting radical neck patients onto 7 South. The nurses on this unit are getting training to care for these patients, but the concern is the workload generated for the nurse caring for these patients and the workload left for peers who are caring for the unit's regular patient population.

We are transitioning to a new website. Check out our new bargaining unit page at ONA's newly improved website at [www.oregonrn.org](http://www.oregonrn.org)  
To get to our page click on UNION then click on Bargaining Units then scroll down to our page. The contract is there too!

**ONA Officers at PPMC:**  
 Chair: Juanita Wolf, RN, OP Transfusion  
 Vice Chair: Susan Kuhnhausen, RN, ED  
 Secretary: David Arlnt, RN, 2R  
 Treasurer: Terri Houck, RN, IV Therapy  
 PNCC Chair: Sue Phillips, RN, 8S  
 Member at Large: Karen O'Dell, Float



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## Having help when you are in trouble

No one plans on getting in trouble at work, and fortunately not many nurses get into the kind of trouble that leads to investigatory interviews and discipline. Most issues that arise between a nurse and their supervisor are resolved just by talking. But when the manager believes the concern is serious enough that an investigation needs to happen and discipline could result every nurse at PPMC who is covered under the contract (even nurses who do not pay union dues)

has the right to have someone present with them during the interview/discipline process. This right is only afforded to those who have a union contract because of a US Supreme Court in the 1970s. The employee that sued and won these rights had the last name Weingarten thus they are called "Weingarten Rights."

These rights give you the ability to have someone there to assist you in a meeting with a supervisor that could lead to discipline. The person sitting there with you is your advocate and gets to help you think about what to

say, as well as take notes and help you with any follow up. If a manager tells you she wants to have a meeting and HR will be involved or you can have a union rep present in the meeting, it is probably a good signal to you to have someone there.

Give your ONA rep a call or ask your unit's ONA representative to be there. You can even ask for this kind of assistance in the middle of a meeting that you did not think was leading to discipline initially. Sometimes having an advocate present to help you can turn a bad situation around.

**Nominations for the next Bargaining Team are being taken. We have 7 slots and 5 nominations so far. If you are interested contact Juanita Wolf at (503) 215-6046 or call our labor representative Rob Nosse at (503) 293-0011 x 318. The due date for nominations is February 20.**

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### ONA/PPMC Officer and Bargaining Team Elections for 2010-2011.

Officer/Bargaining Team elections for this year and the next contract are upon us. Do you see policies that need to be changed to make patient care or working as a nurse at PPMC easier or better? Do you want a more meaningful say in how ONA operates and what it prioritizes here at PPMC? Are there things in the contract you want to change or improve? Then nominate yourself or someone you know. Every officer is automatically on the bargaining team. There are monthly officer meetings and frequent quick meetings or phone calls with the ONA staff here at PPMC. Bargaining starts in the fall and usually entails meeting weekly. Most work is done on your own time.

If you are nominating a peer please get their signature so we know if the person you nominated is willing to serve. Nominations are due to ONA's office in Tualatin by February 20th.

**CHAIRPERSON** - Runs meetings of the officers. Oversees with the labor representative the day to day operations of the union/association.

**VICE-CHAIR** - In case of the Chairperson's absence, the Vice-Chair shall perform the duties of the Chairperson and should the Chairperson's position be vacated, the Vice-Chair shall serve as the Chairperson until the next election.

**SECRETARY** - Maintain minutes for all the officer meetings and conducts correspondence as directed by the officers.

**TREASURER** - Has financial responsibility over the financial affairs of the ONA at PPMC and keeps/ maintains our financial records.

**GRIEVANCE CHAIR/MEMBER AT LARGE** - Oversees the processing and investigation of all griev-

ances and works to ensure that each nursing unit has at least one unit steward which must be a member in good standing.

**MEMBERSHIP CHAIR** - Ensures that all new hires are contacted in a timely fashion to discuss membership in ONA and ensures new hires are provided with a copy of the collective bargaining agreement and an ONA membership application.

### ONA/PPMC Bargaining Team/Officer Nomination Form

I Nominate/Self Nominate (Name) \_\_\_\_\_

For the Office of (Circle One). Chair Vice Chair Secretary Treasurer Grievance Chair Membership Chair

Signature of the nominee to show consent/willingness to serve (Provide below)

Please return this form to ONA by February 20th.  
 You can mail it (address above) or fax it in at (503) 293-0013 to the attention of Rob Nosse.  
 Elections will be scheduled shortly after February 20th.

## ONA WORKSHOP ON BOARD OF NURSING

Have you ever wondered about how the Board of Nursing handles complaints or what makes something a valid complaint?

Have you ever wondered how the Board of Nursing administers discipline and what your rights are in that process?

Come hear a presentation and meet with Board of Nursing representatives about these issues and more here at PPMC on

Feb. 25 at 2:00pm or again at 4:00pm or on Feb. 26 at 8:00am.

Watch for room locations and more details closer to the session. CEU credit pending.