



Newsletter for ONA Members at

Sacred Heart Medical Center and Home Care Services

December 17, 2013



Call for Nominees for Medical Center Executive Committee and Negotiating Committee

SACRED HEART MEDICAL CENTER EXECUTIVE COMMITTEE

- Pam Van Voorhis (NICU)
- Lynda Pond (LDR)
- Suzanne Seeley (Mom Baby)
- Nancy Deyhle (ICU)
- James Leaf (Ortho)
- Vicki Edwards (RIC-UD)
- Kevyn Paul (ED-UD)

SACRED HEART HOME CARE SERVICES EXECUTIVE COMMITTEE

- Billy Lindros (Hospice)
- Phil Zicchino (Hospice)
- Carol Mizera (Home Health)
- Susan Walters (Home Health)

Maureen Smith
ONA Labor Relations
Representative
 smith@oregonrn.org
 (541) 726-0772



Negotiations will begin in the Spring 2014! We currently have two vacancies on the Oregon Nurses Association (ONA)/Sacred Heart Medical Center (Medical Center) Executive Committee (Executive Committee). Kim Zenkere has accepted a position outside of Sacred Heart and left the Executive Committee early this month. Deb Cater also resigned from the Executive Committee .

Our Executive Committee runs the day-to-day operations of ONA at the Medical Center. We are looking for nominees to join the Executive Committee from now through February 2015 when we'll have elections for the full committee. The Executive Committee meets monthly, meets with management in labor management meetings and serves as the ONA/Medical Center Negotiating Committee (Negotiating Committee). It's an important role and we're seeking nominees which the committee will interview in January. There will be a blast email sent out with more details. We'd especially like to see nurses from units that aren't represented by our current members (see officers and units in the column to the left).

In addition to the Executive Committee, the Negotiating Committee may add up to two members to ensure good unit representation.

If you care about safe staffing, accurate pay, quality patient care and a meaningful voice for nursing - contact Maureen Smith, smith@oregonrn.org to submit a nomination. You can nominate yourself or another ONA member. We'll be closing nominations in mid-January in order to begin preparations for 2014 negotiations!

Susan Walters Joins Home Care Services Executive Committee

As we reported in November, Kristi Till stepped down from her position on the ONA/ Sacred Heart Home Care Services (HCS) Executive Committee (HCS Executive Committee). The HCS Executive Committee sought nominations for the position and Susan Walters from Home Health has agreed to join the HCS Executive Committee and ONA/HCS Negotiating Committee for the 2014 negotiations.

We're very glad to have Walters on board and think that her work experience at HCS and the Medical Center will be a positive addition to the team. Walters worked on a committee to look at the Case Management Model for home health and most recently was on the professional nursing care committee (PNCC) at HCS. She'll be leaving that position to join the HCS Executive Committee.

Unit Councils Work on Updating Staffing Plans for Presentation in January

Management cancelled the staffing committee meeting for December. They've charged the unit councils with reviewing and making changes to the unit staffing plans for review at the January 6 staffing committee meeting. We want to make sure that the unit councils have the help they need in developing the plans. In addition to the unit council reviewing the staffing plans, the plans should also be made available to the nursing staff on the unit for comment/approval. Staffing committee representatives should be reaching out to all of the units they represent this month and if possible, attend the unit council meetings.

Once the unit council, nurse manager and unit staff have weighed in and the plans updated, the plan will be brought to the staffing committee.

The staffing law outlines the elements that should be in all staffing plans:

(From Oregon Revised Statutes ORS 441.162)

(3) The written staffing plan shall:

(a) Be based on an accurate description of individual and aggregate patient needs and requirements for nursing care and include a periodic quality evaluation process to determine whether the staffing plan is appropriately and accurately reflecting patient needs over time.

(b) Be based on the specialized qualifications and competencies of the nursing staff. The skill mix and the competency of the staff shall ensure that the nursing care needs of the patients are met and shall ensure patient safety.

(c) Be consistent with nationally recognized evidence-based standards and guidelines established by professional nursing specialty organizations and recognize differences in patient acuteness.

(d) Establish minimum numbers of nursing staff including licensed practical nurses and certified nursing assistants required on specified shifts. At least one registered nurse and one other nursing staff member must be on duty in a unit when a patient is present.

(e) Include a formal process for evaluating and initiating limitations on admission or diversion of patients to another acute care facility when, in the judgment of the direct care registered nurse, there is an inability to meet patient care needs or a risk of harm to existing and new patients.

Thanks to the unit councils and staffing committee members for their work in getting the staffing plans up to date. We'll keep you informed as we continue to address the important staffing concerns you've all raised in the last year!



ONA Welcomes New Nurses to Sacred Heart!

Over 100 new nurses have been hired at Sacred Heart in the last six months! ONA is glad to welcome the new RNs—many of them are new to nursing. ONA leaders have talked to management on many occasions this year to express concerns about safe staffing and are happy to have the new nurses join us.

A nurse is someone who devotes his or her life to caring for other people's physical, mental, social, spiritual and emotional health. Nurses do this not only by taking care of their patients but also by taking care of their co-workers. Your ONA representatives want to make sure you're getting the support you need to succeed in nursing in these challenging times.

We want to hear from you - how has your orientation to your unit been going? Do you have questions about the contract? Do you know who your ONA units representatives are? Are you familiar with your unit staffing plan?

ONA will be hosting an event this January or February to welcome new nurses, answer questions about the contract and talk to you about our upcoming negotiations! Stay tuned for more information—if you'd like to help plan the event—contact Maureen Smith at smith@oregonrn.org.

Sixth and Consecutive Day Pay

Maureen Smith and Tim Herrmann sent out a joint email on August 20 regarding changes in the contract for "Sixth and Consecutive Day" pay. Many nurses responded to that email and there were several comments and concerns raised that we'd like to address.

- 1) You only have to notify your unit manager that you will be heading into a "stretch" of six or more days IF you're picking up shifts **on another unit** that put you into that stretch. You DO NOT have to notify your manager if you work six or more consecutive days in your home unit.
 - A. Prior to the Kronos/My Time system, managers told us in negotiations that they had no way of knowing when a nurse from their unit picked up shifts out side the unit. The nurse's home unit would be charged for the premium pay even though the sixth and consecutive day occurred by working in another unit. We agreed to this notification. Our understanding is that with Kronos/My Time, this should no longer be necessary so will be able to revisit this in negotiations if this is something our members would like us to negotiate.
- 2) We've heard that some nurses have been told that picking up a shift in a different unit does not count toward the sixth and consecutive pay. That is not correct—all hours worked are counted.
- 3) Nurses reported that their patterns/schedules were changed with short notice to avoid placing nurses into a 6 day stretch. Thank you for alerting us to this situation. This is something we can take up with management through the labor management committee and contract negotiations next spring.

We apologize for any confusion caused by the original email and thank you for your comments!

Article 9.4.2c Sixth and Consecutive Day states: *If a nurse volunteering for additional work may thereby be entitled to consecutive day premium pay under this provision, the nurse shall note such entitlement on the appropriate sign-up sheets. If a nurse may be entitled to such pay as a result of working on another unit or engaging in an activity outside of the nurse's unit, the nurse shall so notify his or her unit manager or designee by email prior to accepting such work or engaging in such activity. In the event that the nurse has been requested by the Medical Center to perform work on short notice, email notification after accepting the assignment is sufficient. Failure of the nurse to satisfy either obligation above shall render the nurse not eligible for premium pay.*

Oregon Labor Candidate School Comes to Eugene

Are You Ready to Run for Public Office?

Oregon needs nurses in leadership positions who can advocate for working Oregonians, listen effectively and work with others to improve their communities. If that description sounds like you, then apply for the Oregon Labor Candidate School's (OLCS) Eugene/Springfield classes today and learn how you can run for, and win elected office.

OLCS training gives you the opportunity to meet with elected officials and learn the skills necessary to successfully run for office, including community organizing, fundraising, attracting endorsements and more.

Just last year, more than a dozen of your fellow union members, including members of ONA, were elected to their local school boards, city councils and Oregon's State Legislature.

Apply online today and join nurses and labor leaders in your area who are committed to improving their communities through public service. (<http://www.oregonlaborcandidateschool.org/>)

OLCS's three-part training in Eugene/Springfield will take place from 9 a.m. to 5 p.m. on January 25, February 22 and March 22, 2014. OLCS is free to attend.

Contact Sarah at Baessler@oregonrn.org for more information.

Put Your Leadership into Action! Serve in an ONA Elected Position

ONA will be conducting statewide elections for officers and cabinet members. **The ONA Nominating Committee is currently soliciting ONA members and leaders to self-nominate for openings. The deadline for self-announcement is January 17, 2014.**

Elections open on February 3, 2014 and close on March 7, 2014. Any member who is interested should be encouraged to self-announce their candidacy.

Online forms are available on the website. Kathy Gannett is the committee staff person and will assist nurses in completing the process. Should a nurse wish to speak to a committee member about the various open positions and their duties, or about the nomination/election process in general, please contact Diane Hedrick at dhedrick@eoni.com. Job descriptions for the open positions which provide duties and responsibilities are available online.

The following open positions are up for election.

- President
- Secretary
- Director (4)
- Cabinet on Health Policy (1)
- Cabinet on Education (4)
- Cabinet on Nursing Practice & Research (1)
- Cabinet on Economic & General Welfare (1)
- Nominating Committee (3)
- Elections Committee (3)
- American Nurses Association (ANA) Delegates (2)
- National Federation of Nurses (NFN) Delegates (3)
- NFN Director (1)
- American Federation of Teachers (AFT) Delegates

The last day to self-announce candidacy is **January 17, 2014**. Interested members must complete a consent to serve (CTS) form and submit a current resume. The CTS form is available online at <http://www.oregonrn.org/displayemailforms.cfm?emailformnbr=195451>.