

ST CHARLES MEDICAL CENTER BEND

NURSE NEWS

CURRENT ONA TEAM

Executive Team:

Chair:

Vacant

Vice Chair:

Joe Sack (IMCU)

Treasurer:

Judy Gage Scott (PACU)

Secretary:

Andrea Rombach (ED)

Membership:

Kyle Swantek (CC float)

Member at Large:

Unit Rep Liason

Jody Holland (NICU)

Member at Large:

Lynda Coats (O/N)

Member at Large:

PNCC Coordinator

John Nangle (ED)

Member at Large:

Alison Fields (FBC)

Grievance Co-Chairs:

Shelley Lewis Leander

Tom Boarman

ONA Labor Relations

Representative

Alison Hamway

541-312-9822

Hamway@oregonrn.org

www.OregonRN.org



MEALS + 15 ARBITRATION

Oregon Nurses Association (ONA) arbitrated a grievance on behalf of registered nurses (RN) who utilized meals + 15, and Arbitrator David Stiteler issued his award on June 14. The grievance arose when the St. Charles Medical Center-Bend (Hospital) changed the "double punch" to an automatic meal plus 15; if an RN clocked in before 45 minutes, their time was computed as a late lunch and they were not paid for any portion of the break portion of the meal period. So a meals + 15 RN who returned at 45 minutes got a 15 minute paid break; but if he/she returned one or two minutes early, the entire period was unpaid. The issue was brought to ONA grievance chair Tom Boarman in March 2012; he immediately filed a grievance. Arbitration is the final step in the grievance process, and the decision of the arbitrator is final and binding.

Stiteler limited his back pay award to the period 14 days prior to the grievance filing to the date of his award, June 14. He ordered the Hospital to pay back-pay, for the period of February 26, 2012 to June 14, 2013, to RNs who were on the meal + 15 who returned early and were thus not paid for their break portion. He selected those dates to conform to 14 days prior to the grievance filing, and to the date of his award.

The Hospital was required to provide a list of all affected RNs to ONA; they provided the list of who they believe was affected on Friday, July 12. Their list included RNs in the operating room (OR) and emergency department (ED); 97 RNs total, with varying amounts of back pay ranging from under \$5 to \$399. Hospital states they believe the meal + 15 was limited to those two departments. ONA will be notifying RNs in the OR and ED of their inclusion on the list and the amount. The total amount of back pay for all RNs will total \$5,584.68 according to the Hospital's data.

If you work in a department other than OR and ED, and you believe you have been docked pay because you returned early from a meal + 15 combined break period between February 26, 2012 and June 14, 2013, please notify Alison Hamway at 541-312-9822 or email at hamway@oregonrn.org no later than July 30.

Stiteler stated that ONA and the Hospital will need to mutually discuss how to handle meals + 15 going forward when RNs return early. Those discussions have not yet occurred; we will keep you updated in future newsletters.

OTHER GRIEVANCE NEWS

⇒ Bruce Humphrey's arbitration hearing has been scheduled for December.

⇒ An association grievance has been filed over clinical supervisors performing bargaining unit work. The Step 2 meeting on this grievance is scheduled for July 29.

SAVE THE DATE ONA's 2013 CE CONFERENCE

October 1-2, 2013
Valley River Inn
Eugene, OR

Nursing CE Day

Transitions: The Value of Nursing in a Changing Health Care System

The current upheaval in the health care system in Oregon is being driven by efforts to reform through the development of coordinated care organizations and primary medical homes, by cutting costs, and through development of differing roles and care givers. At the center of this upheaval, patients and families try to decipher what these changes will mean.

Nurses look at this system as a second-by-second event where care delivery is intersected by systems that are struggling to respond in different ways. Nurses at every level, system, site and practice

setting need to recognize that they are not just a cost to the system, but provide real and substantial value. This convention explores a two-part paradigm for nursing: the "value of nursing" balanced with "cost of care". Speakers from within and outside Oregon will be presenting.

Labor CE Day

More details on Labor CE Day will be posted as they are confirmed.

Lodging

The host hotel for the event will be the Valley River Inn. We will provide details for reservations and a link for a special ONA rate shortly.

For more information go to www.OregonRN.org.



©2011 California Casualty

Auto & home insurance developed for nurses like you.

Call 1-866-579-5871
www.CalCas.com/DTempleton



ONA MEMBERS: UPDATE YOUR CONTACT INFORMATION

To ensure that you get the most of your membership and receive information in the timeliest manner, be sure to update your contact information online!

Visit www.OregonRN.org and click on "Update Your Contact Information" under the Member Services menu.



Find ONA on Facebook!

You can follow ONA on Facebook to get the latest information and chat with others from around the state on issues facing nurses across Oregon! Visit the ONA page on Facebook and "like us" to become more connected with your professional nursing association. <http://www.facebook.com/OregonNursesAssociation>.

Updates from the Payroll Department

Current earned time off (ETO) accrual rates have been entered into Kronos and should be accurate; let payroll know if there is a problem with your accrual. Also, to convert minutes into hours: Take minutes and divide by 60. To convert hours into minutes, take the decimal amount and multiply by 60.