**Bylaws**

**One of the first steps on the road to the bargaining table is done.**

Our membership voted to ratify our bargaining unit’s bylaws during the two-day vote last week! This is an important step that will give our union the structure to be a strong voice for nurses at Mount Hood. If you are interested in reading the bylaws, you can find them here


**Union Leadership Position Nominations!**

Less than two months ago, nurses at Mount Hood came together to form our union. We stood in unity and solidarity to have a voice in the important decisions that impact us and our patients.

Soon we will start negotiating our first contract with Legacy administration. The next step in getting to the table is electing our union’s Executive Committee and Bargaining Team – it’s time to use our voice and exercise our democracy in the workplace!

Our union is only as strong as the nurses at Mount Hood.

We are Mount Hood United and our union’s leadership team will help steer our union to winning a powerful first contract that will set standards across the Legacy system.

The nomination period is 30 days and will close on June 30. Look at the available positions, ask questions, and nominate yourself or your coworkers into these important roles. If you nominate a coworker, they will still have a chance to agree or not to actually run, or “consent to serve.”
Union Leadership Position Nominations!

Descriptions of the positions can be found here: https://www.oregonrn.org/lmhmc and any questions, they can be directed to your ONA Organizer Julia Trist via email at trist@oregonrn.org, or phone at 541-514-2386.

The nominations form can be found here https://www.surveymonkey.com/r/2023ONA-LMH-NomsandCTS

If you are interested in getting involved in our bargaining campaign but not running for a union leadership position, the Contract Action Team (CAT) is the place for you! These are not elected positions, but volunteer roles that act as unit point people, most of the work can be done on shift, and are essential to winning a strong union contract.

Find out more or indicate your interest here: https://forms.gle/TevCimdofRz9JGBv7

Union Elections Timeline

- **NOMINATIONS OPEN:** June 1– June 30
- **CANDIDATES POSTED:** July 10
- **VOTING OPENS** July 24 - July 31
- **BARGAINING TEAM TRAINING; BARGAINING SURVEYS, BEGIN WRITING PROPOSALS** August

Floating

Recently we’ve heard reports of nurses being mandated to float outside of their cluster and into unsafe situations. We believe this is a change in the status quo and goes against our staffing plans. We’d like to understand how widespread this practice is – have you been mandated to float outside your cluster? If so please contact:

**ONA ORGANIZER**

**JULIA TRIST**

trist@oregonrn.org | 541-514-2386

**RN STAFFING COMMITTEE CO-CHAIR**

**PATRICK BLANKENSHIP**

pbandnv@gmail.com
Protect Your License First!

Regardless of the stressful environment we are working under, it is important that your right to be treated fairly and with respect is maintained. We also have a responsibility to provide quality patient care by virtue of our independent nursing license. That means we need to be extra vigilant during this difficult period. We need to be hypersensitive to fatigue – our own and our colleagues’. We need to stand strong if we face pressures to work beyond our capacity. The Oregon Nurse Practice Act requires that we self-assess for impairment due to fatigue AND that we refuse to accept any assignment which we are not “educationally prepared” for. The Act is clear that we should not accept assignments which we do not have the “knowledge, skill or ability to safely perform.” Please remember that your nursing license could be jeopardized if a patient care error is made regardless of the fact that you have been placed in an unsafe assignment.

Know your rights and responsibilities and be prepared to stand up for them if needed! If you are being asked to accept an assignment that you do not feel you can safely perform – it is your obligation to refuse to accept the assignment by virtue of your independent nursing license. This is tough, you may be threatened with discipline. It is important to remember that maintaining an unencumbered nursing license is far more important than maintaining your current position at Legacy Mt. Hood – don’t put your license at risk!!!

Document, document, document!

As you know, if it isn’t documented then it didn’t happen so be sure to document your refusal to accept the assignment. Take note of who you spoke to and how they responded and use email to document your specific concern regarding taking the unsafe assignment to your supervisor. Should your supervisor and/or nurse manager insist that you accept an assignment that you do not feel you can safely perform we all need to stand strong and refuse! If the assignment is not modified in order for you to feel safe performing it and your supervisor either
disciplines and/or intimidates you in an effort to force you into taking an unsafe assignment that is a violation of the Nurse Practice Act and the supervisor could be reported to the Oregon State Board of Nursing (https://www.oregon.gov/osbn/pages/complaint.aspx)

The hospital must continue to follow the staffing plan as it was approved by the Staffing Committee. The Oregon Nurse Staffing Law (OAR 333-510-0110) requires the hospital to implement the staffing plan that has been approved by the Staffing Committee which “must include a formal process for evaluating and initiating limitations on admission or diversion of patients to another hospital when, in the judgment of a direct care registered nurse or a nurse manager, there is an inability to meet patient care needs or a risk of harm to patients.” If staffing plans are not being followed and/or there is no mechanism for staff nurses to initiate limitations on admission or diversion of patients please complete a Staffing Request and Documentation Form (SRDF) to alert ONA and management of the concern (https://fs22.formsite.com/nAjztM/sk89ravemq/index.html). Also, consider filing a complaint with the Oregon Health Authority (OHA) to report that the hospital is out-of-compliance with the Staffing Law. ONA Labor Representatives and Organizers are here to help, contact us to assist you!

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.