Greater Voice for Nurses: New Nurse Leaders Getting Started On All ONA Committees

We're excited to have new nurse leaders getting started in many different roles around the hospital. We have nurses across all age ranges, experience levels, and representing more departments than ever before.

We have three leadership groups plus two smaller committees that will be scheduling some of their first meetings coming up in the next month or two. The goal is to make sure nurses' voices are heard when it comes to practice issues, staffing, safety, health insurance and in workplace issues.

By filling all of these important roles, we can participate in building a hospital we can all be proud of. We're asking every nurse to learn more about these committees and the role your representatives serve on them so that every nurse is connected and involved. When issues pop up, we want nurses to know exactly who to collaborate with in problem solving and to have a direct path to advocate to the larger hospital administration about those issues.

Your ONA executive committee is the executive leadership of the Oregon Nurses Association at MCMC. These individuals represent nurses year-in and year-out, not just during negotiations. When issues arise outside of negotiations, we have the ability to go to labor management meetings with the Chief Nursing Officer and head of Human Resources to talk through those issues and help with creative brainstorming and problem solving to effect change. If any part of our union contract is found...
to not be working correctly, we have the option to discuss signing what is called a "Letter of Agreement" that could alter the current collective bargaining agreement. If MCMC management and our executive committee mutually agree, changes can be made as needed over the next couple years until we go back to the full negotiations when our contract expires. This means that it's very important for every nurse to stay in touch with your executive committee members to let them know how things are going and if any issues come along. Additionally, this committee also helps plan social events, develop union stewards, recruit new members to ONA and foster increasing leadership skills among our nurses.

Your PNCC is made up of nurse leaders from nearly every unit who meet monthly to discuss issues related to nursing practice. Nursing practice can range from charting procedures, nurse professional development/training, patient flow, equipment, pharmacy protocols, etc.

As nursing professionals we all have experience and knowledge about the day to day tasks that we carry out that we know best how it functions. Through this committee, we can have a voice to share ideas and collaborate with the hospital administration to improve our nurse practices. If you see an opportunity to improve the care we provide our patients, we hope you'll talk with your representative to the PNCC, so they can share that idea with representatives for all other units and with the hospital administration. This is an incredibly collaborative process that we're excited to have nurse leaders taking part in for the first time in many years.

**Staffing Committee**

- **First Impressions**: Alison Isaak
- **Emergency**: Aliesha Pfeifer
- **Celilo**: Jacque Roberts
- **Critical Care**: Cori Christensen
- **Surgical Services** (SDS, Surgery, OR, PACU, Endo): Dianne Wilson
- **Acute Care**: vacant
- **Rehab**: Jennifer Hochmayr

Your staffing committee helps develop and approve staffing plans for units at our hospital. They look at data, research, best practices, and professional standards to research and develop the standards that go into each specialized staffing plan. By law, these plans must be based on data and professional standards of safety, not on budgetary models. This means that we need nurses in every unit to learn about your unit's professional standards and what will work best to protect the safety of our patients. By law, every nurse should be reviewing your department's staffing plan and providing feedback to your nurse representative. We're excited for nurse representatives to receive more training and education to improve our staffing plans.

**Health Plan Advisory Committee**

- Kathy O'Meara
- Terry Surratt

Your health plan advisory committee meets with the hospital administration to discuss changes to our health plan. This provides transparency to learn about the decisions being made and review both constraints/challenges our health plan is facing and potential improvements that could be made. Our nurses don't get direct decision making power in our health plan, but can advise the hospital administration about what they are hearing from nurses in how...
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the health plan is functioning. If you have input you would like shared, definitely contact your representatives to these committees.

Safety Committee
- Kathy O’Meara

Your safety committee helps advise the hospital administration on safety issues effecting nurses. Anywhere in the hospital where nurses are dealing with injuries and threats to their safety we want to learn more about that and take action if possible. This could be as simple as improved lighting in certain areas or looking at much larger threats to our safety at work. Every nurse has the right to work in a safe workplace, so we hope nurses will speak up and stand together to support making our workplace safer.

We look forward to reporting back on all the important work that these nurse leaders will be moving forward on. We hope nurses from across all units will reach out to your nurse leaders with input; and most importantly, let your nurse leaders know how you can support them in this important work!

If you or someone you know is willing to run for the two vacant positions, First Impressions PNCC rep and the Acute Care Staffing Committee Rep, please complete and follow the instructions on the nomination & consent to serve form on page 4.

Safety Committee

ONAs Statewide Political Work on HealthCare Worker Protection Act

Nurses and other health care workers routinely confront workplace violence with national data showing that health care workers are four times more likely to be victims of workplace violence than the average employee.

This ultimately results in missed patient care, decreased recruitment and retention rates, increased employee absenteeism as well as added costs to the system due to turnover and workers compensation claims.

This is why ONA is proud to support Senate Bill 823, the Oregon Health Care Worker Protection Act, Senate Bill 823. This landmark workplace violence prevention bill would make four major improvements to state law:

- **Increases Transparency:** It allows nurses and other health care workers to review health care facilities’ workplace violence reports to ensure security issues are addressed.

- **Strengthen Security Plans:** Requires health care facilities to establish comprehensive violence prevention plans and conduct regular safety reviews using recognized standards.

- **Creates Team-Based Solutions:** Ensures nurses and other frontline workers who are most at risk for violent incidents are part of the safety teams which create and implement workplace violence prevention plans.

- **Protects Workers’ Right to Report:** Reinforces workers’ right to report violent incidents without fear of employer retaliation.

The Oregon Health Care Worker Protection Act was passed by the Oregon State Senate and is now progressing in the Oregon State House of Representatives. Watch ONAs weekly Oregon Nurse News for updates on this bill.
Oregon Nurses Association / Mid-Columbia Medical Center
Nomination & Consent to Serve Form

RETURN TO:
Mail to:  Amber Cooper
Oregon Nurses Association
18765 SW Boones Ferry Road Suite 200
Tualatin, OR 97062-8487
Fax to:  503-293-0013 Attn: Amber Cooper
Email to:  Cooper@OregonRN.org

Please nominate any active member you would like to serve. Please endeavor to get their signature so we know that the nurse you nominate is willing to serve if appointed.

**DEADLINE IS June 1, 2019!**

Printed name of person completing form: ________________________________

Your email address: _________________________________________________

Name of the person you are nominating for the First Impressions PNCC:
(The nominee must submit a consent to serve form prior to election or appointment)

Name of the person you are nominating for Acute Care Staffing Committee:
(The nominee does not need to submit a consent to serve form)

Name of the person you are nominating for Staffing Alternate Representative:
(The nominee does not need to submit a consent to serve form)

**Representing which unit?** (First Impressions, Emergency Department, Celilo, Critical Care, Surgical Services (SDS, Surgery, OR, PACU, Endo), Acute Care, Rehab) ___________________________

You must be an ONA member to serve.

If you have questions, contact Amber Cooper, 503-293-0011 or Cooper@OregonRN.org

CONSENT TO SERVE

If appointed/nominated, I consent to serve for the following position (list all that apply):

_____________________________________________________________

Printed Name  Signature  Date

Home email: ______________________________  Mobile phone: ______________________________

Best time to reach me: ______________________________  Best way to reach me: ______________________________