TALENTED ONA TRIO STEPS DOWN

Kimani, Emmett and Carpani Pass the Torch

Three talented ONA local leaders will soon step down from top-tier roles in our bargaining unit. Angie Kimani (WHBCC), Leah Emmett (CCU) and Shannon Carpani (Float) have been instrumental in creating a strong bargaining unit (BU) at McKenzie-Willamette. Each decided not to return to ONA offices they currently hold.

Kimani is stepping out of the bargaining unit Co-chair role but will remain active on our Executive Committee. Emmett is stepping off our Executive Committee, out of the Professional Nursing Care Committee (PNCC) which she has chaired, and down from the Staffing Committee. Carpani will no longer serve as co-chair of the Staffing Committee and will step off both the Staffing Committee and PNCC.

Separately, each recently decided to refocus on their families and their professional careers. However, all three will continue to serve as unit stewards, assisting nurses in other ways as well as mentoring our new leaders.

We are pleased to celebrate their service, especially our growth in the last three years! Our membership rate is consistently above 92% and we now have 40 stewards to support our 350 BU members! As a direct result of this trio’s work, many nurses are involved in shared governance at McKenzie-Willamette.

We honor their tremendous contributions to other nurses. Together, they are passing the torch to another set of nurse leaders! Because of their collective effort, our current leaders are now better prepared to assume these responsibilities (see article on new executive committee on page 3).

Unions work best when we have a deep bench of past and future leaders upon whom today’s leaders can rely. This trio now join with other past leaders (like Kate Morris, Kevin Drew and Rick Drasye) who continue to serve as mentors.

ANGIE KIMANI, TENACIOUS ADVOCATE

Kimani has been our BU Chair and served for several years on our Executive Committee and bargaining team. She is a strong advocate for Women’s Health nurses, unifying them to improve mandatory call, which was unilaterally imposed by the employer in 2017.

Angie has represented several coworkers in factfinding meetings, where she navigated difficult waters with an often erratic director. She is known as a tenacious backer of her fellow nurses. In these interactions, Kimani has clearly explained our position in a candid and forthright manner that often moves the employer.

In 2017, she was lead steward on four individual grievances around improper floating of WHBCC nurses. Under her leadership, we resolved all four grievances via a side letter that recognizes WHBCC has multiple functions, including as an ER, OR, in-patient, and out-patient (and, oh by the way, their patients typically arrive as a singlet and depart as a couplet!).

Under this side letter, WHBCC nurses must maintain competencies in four of six skill codes, which allowed the creation of a closed unit.

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Now, Women’s Health nurses must keep up their skills in four areas, but they are only required to float to other units as sitters.

**LEAH EMMETT, GRACIOUS PROFESSIONAL**

Emmett is one of the best-informed nurses on Oregon’s Nurse Staffing Law at McKenzie-Willamette. In her role as Chair of our PNCC, she educated many nurse leaders to ensure safe staffing.

As a member of the Staffing Committee, Leah has been a passionate and articulate advocate for our patients.

She worked with many Unit Practice Councils (UPCs) to develop staffing plans that ensured adequate staffing. Other nurses describe Leah as gracious, intelligent and “a true professional.”

Emmett also served on our executive committee where she became de facto grievance officer. Leah is often the first person that nurses called when they have a workplace question. She attends many factfinding meetings to protect nurses’ rights in disciplinary proceedings.

Moreover, Leah served as lead steward on two successful “class action” grievances: (1) on weekend differential for night shifts in 2016 and (2) a recent correction of evening differential for nurses who work less than 12-hour shifts. In both cases, aggrieved nurses were made whole with back pay for the improper shortfall.

**SHANNON CARPANI, KNOWLEDGEABLE COACH**

For the past year, Carpani has served in the critical role as Staffing Committee Co-Chair. She was instrumental in revising the charter so it is compliant with state law, especially on ONA’s role in administering the election of direct care nurses (see related article below). As Staffing Committee Co-chair, she educated many nurses on the law.

As a PNCC member, Shannon partnered with Leah to steer a highly-successful education drive on staffing. Because of their work, nurses are aware of the role of our UPCs and the Staffing Request and Documentation Forms (SRDFs) in advocating for appropriate staffing. Our statewide Association recognized our PNCC with the “Up and Coming PNCC” Award in 2018.

Other nurses describe Carpani as a reliable coach and mentor. She is widely respected as a caring, knowledgeable, and dedicated nurse.

**STAFFING COMMITTEE CHARTER CHANGES**

**Non-Compliance Issues Corrected**

For more than a year, we encouraged our employer to ensure that our Staffing Committee was compliant with the law. In particular, two past nursing administrators insisted that the law did not require our Association to administer elections of bargaining unit nurses to the committee.

Last year, The Oregon Health Authority (OHA) issued a formal finding that the Staffing Committee Charter was in violation of the law, and—indeed—our Association had a responsibility to hold the elections. Reluctantly, our employer agreed and developed a Plan of Correction that was approved by OHA.

ONA nurse leaders developed charter changes in consultation with nursing administrators. On April 3, the Staffing Committee approved charter revisions that formally recognize ONA’s role in the election process.

**34-Member Committee Considers Reducing Size**

Our current Staffing Committee charters identifies 16 departments that are each represented by a direct care nurse and a nurse manager. When we add the non-RN nursing staff member (e.g., a CNA) and the CNO, the committee has 34 members!
Charter Changes.....(Continued from page 2)

Most nurses agree this is too large a group to effectively conduct business. It is larger than any other staffing committee in the state! Staffing committee meetings are often poorly attended, usually with less than one-half of the members present.

Medium and large hospitals around the state have developed a representation model where clusters of similar departments send representatives to the staffing committee. Direct care nurses, who are elected from a cluster, vote to represent the interests of nurses from their cluster.

However, the representatives are not necessarily experts in the operations of each unit they represent. In the cluster plan, when a unit presents a staffing plan to the committee, the UPC Chair from that unit presents the plan to the staffing committee and answers questions.

At its April 3 meeting, the staffing committee discussed whether to implement cluster representation at McKenzie-Willamette. They are seeking your input.

The box below shows the current units and proposed clusters. Most nurses are supportive of reducing the committee size, while some have concerns about particular clusters. For example, some Endo nurses suggest they might fit better with the Cath Lab / Cath Lab Holding cluster.

Do you have suggestions? If so, please communicate with your UPC and Staffing Committee representative.

### AMENDED STAFFING COMMITTEE CHARTER RECOGNIZES ONA’S ROLE IN ELECTION PROCESS

“The ONA bargaining unit shall coordinate the voting process in most cases. Where there are units not covered by collective bargaining, the nursing staff member selection and process will be up to the bedside nurses.” - Page 2 of Revised Staffing Committee Charter

### POSSIBLE CHANGES TO STAFFING COMMITTEE REPRESENTATION

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<thead>
<tr>
<th>Representatives currently elected from each of these 16 units</th>
<th>Staffing Committee ponders whether to elect representatives from these eight clusters</th>
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<tbody>
<tr>
<td>Medical Care Unit (MCU)</td>
<td>SCU/MCU</td>
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<td>Critical Care Unit (CCU)</td>
<td>CCU/PCU</td>
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<td>Cath Lab</td>
<td>OR/PACU/CVOR</td>
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<td>Cardiovascular Operating Room (CVOR)</td>
<td>SSU/Endo/PAT</td>
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<td>Emergency Department (ED)</td>
<td>ED/OBS/Annex</td>
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<td>Progressive Care Unit (PCU)</td>
<td>WHBC</td>
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<td>Operating Room (OR)</td>
<td>Cath lab/ Cath lab holding</td>
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<td>Post Anesthesia Care Unit (PACU)</td>
<td>Wound Care/ DI/ Special Procedures</td>
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<td>Short Stay Unit (SSU)/PAT</td>
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<td>Endoscopy</td>
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<td>Surgical Care Unit (SCU)</td>
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<td>Women’s Health, Birth &amp; Children’s Center (WHBCC)</td>
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<td>Special Procedure Nurses</td>
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<td>Wound Care</td>
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Executive Committee

Stupasky and Bigbee Joins the Board

Thank you to the five nurses who volunteered to serve on our Executive Committee beginning June 15. We welcome Curt Stupasky (SCU) and Candy Bigbee (WHBCC), who are new to the board. Stupasky has been a steward for several years assisting nurses with their contractual questions and concerns. Bigbee, also a steward, has been a vocal advocate for shared governance.

Crow Bolt (ED) and Carla Colling (CCU) continue serving on the executive committee, both in their second term. Angie Kimani will return for her third two-year term.

Our executive committee steers our local chapter and will serve as our bargaining team next year. The five nurse leaders will soon select a Chair (or two Co-chairs) and a Secretary-Treasurer. They have informally discussed meeting every six weeks instead of monthly.

These five nurse leaders represent important divisions of our hospital, including the medical/surgical floors, intensive care, emergency services and obstetrics. The only division from which we are missing a representative is surgical services. We hope one or two nurse leaders from a procedural unit will consider joining this stellar group of nurse leaders in the near future.

We still have two openings on the executive committee. If you know someone who is interested, please have them contact Gary Aguiar, labor representative, by text/call 503-444-0690 or by email at Aguiar@OregonRN.org.

PNCC Vacancies

Our Professional Nursing Care Committee advocates to improve patient care and nurse practice. As a contractual committee, PNCC members are paid for meeting time. We have four openings to serve on this committee.

If you know a nurse who is interested, please contact Gary Aguiar, labor representative, by text/cell 503-444-0690 or by email at Aguiar@OregonRN.org.