Preparing for the McKenzie-Willamette Pre-Negotiation Survey

We are preparing for bargaining this Spring. You can support your team by completing the survey that will be sent out in a few weeks.

As we did two weeks ago, we are back again sharing some of the questions which will be on the survey. We want to give you time to think about the questions so you can provide the best feedback possible.

We will be asking several questions about nurse staffing, with a focus on what you think are frequent causes for staffing problems in your unit. Here are some possible causes:

- New staff have insufficient orientation and can't carry a full load.
- Not enough staff scheduled.
- Patient acuity/intensity too high for available staff.
- Inadequate number of ancillary staff
- Patient volume is too high
- High admission, discharges and transfers.

What other causes might we include on this list?

We will also be asking you about meals and breaks. We want everyone to have the same information and understanding about meals and breaks.

Under state law and our contract, all workers are required to take meal periods and rest breaks, which is time completely away from work. Meals and breaks are uninterrupted time, during which the worker does not perform any work-related tasks. The Oregon State Board of Nursing has ruled that when a nurse is on a meal or break, they are not responsible for patients. Instead, the hospital assumes responsibility for your patients during breaks.

A rested nurse is a safe nurse.

Research shows that nurses who take uninterrupted breaks are more attentive to their tasks, provide higher-quality patient care, make fewer errors and are thus less likely to endanger their licenses.

In the survey, we will be asking about your experiences with receiving uninterrupted meals and breaks, including:

- How consistently you been able to take your 30-minute meal break and your 15-minutes rest periods?
- Is there a plan on your unit/area for breaks?
• How is information collected about breaks where you work? Does your unit use a paper log at the nurse’s station, a spreadsheet, or nurses track it themselves? Or is it note tracked at all?

Remember, this email is not the actual survey, we are just asking for your input on the topics/questions to include in the survey. Are there other questions on staffing or meals and breaks that we should include in our survey?

Before you take the survey, we would like you to begin thinking about your responses, so you can provide the best feedback possible.

How can you get involved?

Our experience at ONA is that we cannot win good contracts a smart bargaining team and good arguments alone. We move employers when nurses physically demonstrate their support for our team and our proposals.

Do you know the two most important things nurse can do to show support for our proposals?

• Submit a survey!
• Attend a bargaining session!

What are some other actions nurses can use to show our solidarity with our team? Which are you willing to do?

If you have any questions or would like to give feedback, please contact your ONA labor representatives, Gary Aguiar at Aguiar@OregonRN.org.