Executive Committee

Chair:
Mandy Smith (CPT Heart Center)

Vice Chair:
Matthew Schenk (FT Days Medical Floor)

Secretary:
Renee Sullivan (FT OR)

Treasurer:
Nike Bentley (FT Family Birthplace Nights)

Grievance Chair:
Jimmy LeBrun (FT Day Surgery)

Membership Chair:
VACANT

Member at Large:
Jessica Scott (PT Surgical Floor Nights)

Stewards

Day Surgery:
Jimmy Le Brun

ED:
Holly Hutchings
Su Mellor

Family Birthplace:
Betty Duckworth
Garra Bateson
Nike Bentley

ICU:
Heidi Jordan

Medical Floor
Janet Gore

What is happening in your unit?

While we have had a handful of nurses reach out about some individual issues, the bargaining unit as a whole seems to be trucking along without too many new issue- Is that correct or is it a story of undiagnosed conditions brewing untreated under the surface gearing up for the big MI or CVA?

We have heard some rumblings about low census- Has your unit been experiencing frequent call off’s.

Drop us a comment to let us know how things are going by scanning the QR code or clicking the link.

Association Grievance

Our association grievance related to call-offs of Mercy Medical Center nurses over travelers continues to be processed. In the meantime we have been reassured from the hospital that the practice of working travelers over regular hour nurses who have not volunteered low census has stopped. Again use the link above to let us know if there are additional issues in regards to scheduling or call-offs.

CommonSpirit Wage Issue

We have had no further communications from CommonSpirit on the wage issue from last November. The hospital did not respond to any requests for information on what their plans are moving forward when asked. As far as we know no nurse has been approached about repayment since the beginning of the year. As the payroll department has been unable to show a single calculation for how they determined the amounts nurses were paid during this period or how the monies owed were determined it seems unlikely that they have these numbers available to support any claim that they may try to make about what monies nurses may or may not owe. Additionally, other than

continued on page 2
Common Spirit Wage Issue  
continued from page 1

a single individual grievance that we were able to file and at least get partial wage replacement for, we do not know of anyone still missing wages from this time either. If this is not true, please get ahold of your labor representative.

Staffing

Did you hear about the successful passing of the staffing law in Oregon?

As there is a staggered start to the law and as we move forward with this ONA should have some education coming out about what this looks like for nurses, as well as how the different pieces collaborate with each other in terms of the other workers within the hospital who were also recognized as key players in providing care for patients within the facility.

One major change is that the state will not be investigating the compliance of the hospital following the staffing law, unless a complaint is made that the facility is not following the staffing plan. That means that we all need to do our part to advocate for our patients that the hospitals follow the acceptable minimum standards that this law establishes as needed to provide care for our community.

It will also strengthen the consequences around missed meal and rest breaks. We hear frequently that nurses do not accurately document missed meals, rest breaks, or fill out SRDF’s due to a concern over a charge nurse having negative repercussions or because they themselves do not want to have negative repercussions. If this is occurring on your unit—that is a toxic work environment and it does not support either our fellow workers or our patients!

With this change in legislation we need to change this thought process in the profession, as well in order to support and retain our nurses as well as protect our patient’s and have the ability to provide exceptional care that looks beyond the “did they die” mantra that being minimally staffed for places us in.

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.

Click here to complete an SRDF
Executive Team Opening

We have one opening on the executive team due to Athena Stevens leaving the facility and the bargaining unit. The position that is now open is for membership chair.

The membership chair is responsible, not only for acting as a member of the steering committee for the bargaining unit as part of the negotiating committee, but also for addressing membership in the bargaining unit. The membership chair receives lists of nurses who have not yet elected to join, opt out, or elect to fair share to assist them with doing so as well as greets the new hires in the unit. Time spent at Labor Management Committee Meetings, as well as 30 minutes for new employee orientation is paid time by the hospital for involvement in this role.

Please sign up by scanning the QR code or using the link below if you have an interest in serving in this manner. If you have questions and just want to know more about what this means, get ahold of your labor representative or a member of the executive team!

https://www.surveymonkey.com/r/2023ONA-MMC-ExecTeam-MembershipChairNoms

Build a stronger Union

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift.

Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

There are three different steward trainings offered throughout the year. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training and date that works best for you!

**INTRODUCTORY STEWARD TRAINING**
- Monday, August 14
  - Time: 9 a.m. to 1 p.m.
  - Location: Zoom

More steward trainings and other learning opportunities are being planned, so check back to the ONA website regularly to find more opportunities.

Space is limited so register today at:

www.OregonRN.org/Steward-Training