MMC Staffing Committee Needs You!

Currently there are several Mercy Medical Center (MMC) staffing committee positions open in Medical, Surgical, Heart Center, Alternates for FBP and Surgical services and PCU.

Staffing committees are made up of managers and a nurse from each floor.

The Oregon Hospital Nurse Staffing Law requires hospitals to have a staffing plan developed by a committee made up of an equal number of nurses and nurse managers. MMC/ONA’s staffing committee works to keep staffing plans updated and to address staffing problems.

Each unit develops their own staffing plan based on acuity and intensity of the patients along with the skill mix of the nurses which is reviewed by the staffing committee.

Matt Calzia is the ONA Nurse Practice Consultant who works directly with SRDFs and staffing committee.

Matt Calzia became active with ONA through his bargaining unit where he was a member of the bargaining unit executive committee and participated in contract and reorganization negotiations. He joined ONA as a staff member in the Professional Services department in 2019.

Matt obtained his AAS in nursing from Lane Community College in Eugene. He entered an ICU new graduate training program and has worked in the ICU, catheterization lab, and rapid response. His professional interests include nurse empowerment, medical ethics, critical care, and palliative care. Matt received his BSN from Boise State University. He enjoys cooking, gardening, and time with family. You can reach Matt by phone or email (503) 293-0011 ext. 1328 or Calzia@OregonRN.org.

Interested In Running For Staffing Committee?

Please reach out to your local officers or labor rep, Misha Hernandez.

Executive Committee

♦ Co-Chair: Trish Hayes (Staff Development)
♦ Grievance Chair: Su Mellor (ED)
♦ Secretary: Bridget Lovelace (Day Surgery)
♦ Treasurer: vacant
♦ Membership Chair: Trish Hayes (Staff Development)

Interested In Running For Executive Office?

Treasurer Is Open!

Please reach out to your local officers or Rep Misha Hernandez.

♦ (541) 210-4905
♦ Hernandez@OregonRN.org.
**Staffing Request & Documentation Form (SRDF)**

**WHY FILL OUT THE SRDF?**

The [Oregon Hospital Nurse Staffing Law](https://www.oregonrn.org/steward-training) defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

**HOW TO FILL OUT THE SRDF**

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at [OregonRN.org/SRDF](https://www.oregonrn.org/SRDF). A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process?
Email [SRDF@OregonRN.org](mailto:SRDF@OregonRN.org)

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**Steward Trainings**

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.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues. Find the training that works best for you!

Space is limited so register today at:


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**Topics and Dates**

**Introductory Steward Training**

- Saturday, June 19, 2021
- Tuesday, Sept. 21, 2021
- Thursday, Dec. 9, 2021

**Grievance Handling Training**

- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, Oct. 9, 2021

**Building Worksite Power Training**

- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021
Don’t Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.

2. **No Email:** ONA does not have an email on file for you.

3. **Bad Email:** ONA has an incorrect or outdated email on file.

4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.

5. **Opted Out:** You have opted out of receiving emails.

6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as "not junk/spam" and add News@OregonRN.org to your safe sender list.

2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

ANA Launches Resilience & Nurse Suicide Prevention Resource Site

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention. Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients. Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA’s Resilience and Nurse Suicide Prevention Resource site provides information and tools to:

- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need. Nurses, you are not alone. Help is available. Learn more here.
Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference. This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Failing to support our community members outside the hospital leads to problems inside our workplace. For example, nurses have cited the lack of community-based mental health services as a factor in increasing boarding and violence inside emergency departments. This is the definition of a lose-lose issue. Patients, nurses, and our community are all needlessly suffering because of the same problem. So, what happens when union members, especially nurses, take the power of bargaining and pull in the concerns of the communities we live in?

In recent decades, we’ve seen union teachers make a difference using BCG. In 2018 United Teachers of Los Angeles brought a demand to the bargaining table that the school district—in collaboration with the Community Schools Implementation Team (CSIT) and school communities—designate 20 schools in high-need areas to engage in a Community Schools transformation process. Their demand included a district allocation of $10 million each year to protect them from being turned into charter schools, which wouldn’t serve their communities well. This is a powerful example of how bargaining brought forward a community issue which also addressed the needs of teachers. Win-win!

It's time to bring BCG and these kinds of win-win solutions into the healthcare industry in Oregon. Given the bright light COVID-19 has shone on the racial inequities and public health weaknesses of our health care system, 2021 offers a significant opportunity for ONA members to redefine what’s at stake for the communities we serve through the bargaining process.

Come to ONA’s 2021 Bargaining Unit Leadership Conference on Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.