Executive Committee

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

Meet Your Staffing Committee!

Your staffing committee representatives are:

- ICU: Natalie Jordan and Emily Allen (Alternate)
- PCU: Sarah Turner
- FBP: Katelyn (Katie)Voss
- ED: Angela Powell
- Heart Center: David Kronner
- Surgical/Pediatric: Christina Wisbey
- Medical: Chris Parker (co-chair)

There are still alternates open on PCU, FBP, ED, Heart Center, Surgical/Pediatric and Medical.

Alternates fill in for the primary person to make quorum. Please reach out to any of the staffing committee members, Trish Hayes or Misha Hernandez, your ONA labor representative if you are interested in being a part of the staffing committee.

Executive Team Openings:

Currently there are two openings on the Mercy Executive Team: Membership Chair and Treasurer. If you are interested in being more engaged please reach out to Trish Hayes or your labor rep.

Staffing Committee and Oregon Law

The nurse staffing law was created to ensure that every hospitalized Oregonian receives safe patient care in acute care hospitals, defined as “nursing care that is provided appropriately, in a timely manner, and meets the patients’ health care needs.”

The Oregon Nurse Staffing Law ensures hospital staffing committees have the final say in hospital’s staffing plans, increases investigations and audits by the state and enhances transparency. It also establishes reasonable limits on mandatory overtime and creates a mediation process for committees to resolve impasses, among other important changes.

Staffing committees will be made up of fifty percent direct-care staff and fifty percent nurse managers. A non-RN staff member whose services are covered by the staffing plan, will join the staffing committee as part of the direct-care staff’s fifty percent membership. Direct care nurses and the non-RN staff member will be selected by their bargaining unit, if they are represented by a union. A direct-care nurse and a nurse manager will serve as co-chairs of the committee.

Staffing committees will look at:
- patterns of mandatory OT and voluntary OT.
- Patient outcomes.
- Complaints regarding staffing (SRDFs).
- Aggregate hours of MOT and VOT.
- Percentage of shifts for each hospital unit when staffing differed from the staffing plan.

Upon review of staffing plans the SC shall report whether the staffing plan ensures adequate staffing or modify the plan as necessary to ensure adequate staffing to meet patient care needs.

Legislative Wins in Staffing

In 2021, the ONA Legislative Team successfully passed two important bills HB 3011, which is the Staffing Funding Bill that gives OHA the oversight, and HB 3016, which says that employers have to come back to the table after a period of time during a national crisis such as last year’s fires or COVID-19.
Staffing During Crisis: Lessons Learned

International Council of Nurses Calls for Urgent Action to Combat Global Staffing Crisis

Ninety percent of national nurses associations (NNAs) reported they are somewhat or extremely concerned that the pandemic has resulted in heavier workloads and insufficient resourcing to such a degree that more nurses are leaving the profession. The International Council of Nurses (ICN) estimates a global nursing shortage of 13 million nurses and is calling on governments and health care systems to mitigate the damage by putting resources into improving nurse retention. ICN makes clear there is no quick or easy solution to the shortage and health care systems must turn to focus on improving the work environments of current nurses.

ONA members are feeling the staffing crisis and increased demands in their workplaces and engaging their managers to collaborate on meaningful interventions because the frequent management response of “we are getting more travelers” is not a realistic solution to the global nursing shortage.

Read the full ICN report to learn more here: https://tinyurl.com/yx78e9n6

Staffing During Crisis: Lessons Learned During the COVID-19 Pandemic

The COVID-19 pandemic has caused health care systems worldwide to rethink the way they use nursing staff during times of crisis, especially when demand exceeds what existing staff can deliver. An article in The Business Journals warns that nurse staffing shortages are not likely to end anytime soon.

The U.S. Bureau of Labor Statistics projects the country will need 1.1 million new nurses by 2022 to avoid a shortage. In addition to retirement of the baby boomer generation, multiple recent surveys indicate high rates of stress and burnout among nurses, causing some to consider leaving the profession early. Health care administrators need to continue thinking outside the box when considering nurse staffing strategies that will attract and retain nurses.

Read more about nurse staffing lessons learned during the pandemic here: https://tinyurl.com/k8yhtzkc

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:

www.OregonRN.org/Steward-Training

Topics and Dates

Introductory Steward Training
- Thursday, August 26, 2021
- Tuesday, Sept. 21, 2021
- Saturday, October 16, 2021
- Wednesday, November 17, 2021

Grievance Handling Training
- Saturday, Oct. 9, 2021

Building Worksite Power Training
- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021