Welcome New Leaders

Three new leaders have been nominated and elected to leadership roles at Mercy Medical Center along with your established officers Trish Hayes, Bridget Lovelace and Su Mellor.

Please give them a warm welcome.

► John Perea RN, Med Unit
► Nike Bently RN, PCU
► Amanda Smith RN, Heart Center

Their committee roles will be determined in an upcoming meeting.

Thank you for stepping up and serving your bargaining unit.

Conviction of Nurse RaDonda Vaught

The ANA and TNA statement in response

Recently, former nurse, RaDonda Vaught, was convicted of criminally negligent homicide and impaired adult abuse after she mistakenly administered the wrong medication that ultimately killed a patient in 2017.

The American Nurses Association (ANA) and Tennessee Nurses Association (TNA) released a statement expressing their disappointment with the verdict as “harmful ramifications of criminalizing the honest reporting of mistakes.”

The ANA has a long-standing history of encouraging a more Just Culture Model, rather than relying on a punitive system where mistakes are less likely to be reported due to fear.

The statement goes on to read “The criminalization of medical errors is unnerving, and this verdict sets into motion a dangerous precedent.”

In light of this, the largest nursing malpractice insurer, Nurses Service Organization (NSO), released a position statement in support of nurses, “we always have—and always will—stand with nursing professionals. In light of recent news, NSO would like to reiterate our steadfast support to the nursing profession and community… we are concerned about the dismantling of just culture in the workplace… our mission is to prioritize the needs of individual nursing professionals, rather than those of their employer”.

ONA wants to remind all nurses, regardless of where you work, to obtain your own individual malpractice insurance.

► Click here to read ANA’s full statement
► Click here to learn more about obtaining malpractice insurance through NSO
► Click here to read NSO’s full statement supporting nurses
The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is **Stand Up, Rise Up, Celebrate! The Power of Our Profession.**

The past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward. Together, we can **stand up** to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can **rise up** and build a better health care system that values caregivers and patients. Together, we can **celebrate** our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19).

**www.OregonRN.org/event/2022Convention**
Anne Tan Piazza Takes Over as Executive Director of ONA

On Monday, April 4, Anne Tan Piazza began as ONA’s Executive Director. Piazza has worked for the Washington State Nurses Association (WSNA) for nearly 25 years, with 16 years as an executive leader of the union and professional association. Her roles with WSNA included lobbyist, Director of Governmental Affairs and Communications, Assistant Executive Director and, most recently, Labor and Operations Executive Officer.

“Anne comes to ONA with a deep understanding of the unique challenges facing nurses in the Pacific Northwest, and across the country, that could only be achieved through her many, many years of leadership at WSNA,” said Lynda Pond, RN, President of the ONA Board of Directors. “Anne knows the breadth and depth of our work here at ONA, from creating and advancing health care and nursing policy to contract negotiations and bargaining, to membership services and member growth. There is not a single aspect of our work that Anne doesn’t know like the back of her hand.”

► Click here to learn more

Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

Find more information at www.OregonRN.org/aft-summer.

Additionally, ONA will host two online clinics to help members understand PSLF, find out more about Summer and get the relief they deserve.

April 20 at 9 a.m.
June 6 at 4 p.m.

Sign up at www.OregonRN.org/aft-summer.

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.
New Protections for Nurse Staffing Law

Last year, ONA members brought evidence showing hospitals exploited the state of emergency to deviate from staffing plans, sometimes when they had no COVID-19 patients! The state legislature listened and passed House Bill 3016 (HB 3016), placing greater restrictions on hospitals.

On Jan. 1, 2022 these new restrictions went into effect, making it incredibly difficult to deviate from staffing plans that have been approved by the hospital nurse staffing committee.

ONA members should empower themselves by taking time to read the new language here.

You can learn more about this and other staffing rules and best practices on the ONA website at www.OregonRN.org/113.

As Oregon faces another surge it is important for ONA members to hold hospital executives accountable to the law!

Some key highlights of the changes:
- Clear limits on how long a Hospital can deviate from plans.
- To deviate from staffing plans there needs to be “a national emergency or state emergency requiring implementation of a facility disaster plan and crisis standards of care.”
- The incident command shall report a written assessment to both co-chairs of the staffing committee within 30 days of deviating from a plan.
- Deviation may not occur for more than 90 cumulative days unless approved by the staffing committee.

ANA 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.