Bargaining Update #8

Our First Public Show of Unity!

At our most recent bargaining session on July 18, we presented our signed petitions to Multnomah County Health Department (MCHD). An overwhelming majority of us signed this petition to send a message to MCHD that we support our bargaining team’s proposals and that recruitment and retention is our top priority.

This show of unity was our first step in this contract campaign—we will continue to take action until we win!

Next steps: The key to a successful contract campaign is continual escalation of activity. We started by signing a public petition. Our next step is writing and collecting our stories to show Multnomah County administration, elected officials, and the community that this campaign is about addressing recruitment and retention with real solutions.

Your Story form on page 3 of this newsletter or visit your bargaining unit webpage www.OregonRN.org/74.

LPN Scope of Practice

MCHD gave our bargaining team a presentation on licensed practical nurse (LPN) scope of practice issues. To see the full presentation please visit your bargaining unit webpage, www.oregonrn.org/74.

The most important piece was the following communication from the Oregon State Board of Nursing to MCHD:

When there is an established plan of care for a client, the LPN may engage in a focused assessment with the client as assigned. Based on the LPN’s focused collection of client data, the LPN is able to identify if the client’s presenting issue deviates from the established plan of care.
LPN Scope of Practice (continued from page 1)

- If the issue does not deviate from the client’s established plan of care, the LPN can reinforce the existing plan.
- If the issue does deviate from the client’s established plan of care, the LPN must defer to the registered nurse (RN) or to the LIP who is able to provide comprehensive assessment and formulate a new plan of care.

The LPN cannot independently formulate a new plan of care (even a focused plan of care) outside of the client’s known problems. This includes independently navigating a triage protocol based on data provided by the client. Doing so and then having an LIP “review” the LPN’s documentation later does not make the LPN’s actions legal.

If a person seeking medical advice/direction is not known to a practice (i.e., is not a client and there is no established plan of care) there is no authority for the LPN to engage in a nursing practice with that person. The LPN who independently navigates a triage protocol based on data provided by the person is out of the scope of LPN practice. A triage protocol cannot supersede the laws and rules of the Nurse Practice Act and does not substitute as an existing plan of care.

Sept. 11, 2017
Gretchen Koch, RN, MSN
Policy Analyst, RN/LPN Practice Oregon State Board of Nursing

LPNs: Is this your understanding of your scope? Please take a few minutes till take this survey https://www.surveymonkey.com/r/9G2FYLS and come to our LPN specific meeting on Tuesday, July 31, from 6 p.m.-7 p.m. at 3645 SE 32nd Ave, Portland (downstairs).

Report from the Bargaining Table

Our ONA bargaining team has given MCHD a much more robust set of proposals than the other way around—and MCHD is figuring out how to respond. At our next session on August 1, we hope to see some substantive responses. Following is a link to the ONA/MCHD page with all proposals by date given, www.oregonrn.org/74.

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today! www.OregonRN.org/NLI
SHARE YOUR STORY

Sharing personal stories is a powerful part of a successful contract campaign. Stories connect us to each other, strengthening our union. Our narratives show Multnomah County administration, elected officials, and the community that this campaign is about patient care. Addressing recruitment and retention with real solutions will allow us to better serve our community and help Multnomah County Health Department thrive. Share your story of a time when better staffing would have helped you be a better nurse/provider. How would better staffing, more manageable workloads, more competitive wages and differentials, reliable breaks, or more education benefits affect you personally? Our stories will be shared with MCHD administration and our co-workers, and these stories are more compelling when we put our names on them.

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Name: __________________________________________

Job Class: __________________________ Worksite: __________________________

Please fill out and give to a bargaining team, contract action team member, or scan and email it to Howard@OregonRN.org.
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future 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.

Online Continuing Education

Continuing Education for Nurses

Providing CE opportunities to ONA members in a convenient and user-friendly format.