



Oregon Nurses Association
Bargaining Unit Newsletter

Jan. 9, 2018

Oregon Health & Science University (OHSU) Association of University Registered Nurses (AURN)

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MEMBERSHIP MATTERS
*For a better bargaining unit
and stronger voice for nurses!*

THE OHA ISSUES A DAMNING REPORT ABOUT STAFFING AT OHSU

The Oregon Nurses Association (ONA) member's hard work lobbying the state legislature during the 2015, session to updated our nurse staffing laws with SB 469, has paid off. Starting on Sept. 25, 2017, through Nov. 7, 2017, in response to different complaints made by nurses at Oregon Health and Science University (OHSU), a nurse staffing survey team with the Oregon Health Authority (OHA) in the Public Health Division conducted a nurse staffing survey and staffing complaint investigation at OHSU. The report was delivered to OHSU's hospital staffing committee on or around Dec. 21, 2017.

The report goes point-by-point for each section of the Administrative Rules that help to implement the nurse staffing law. The [report](#) is located on your bargaining unit page.

Here is a quick summary. We strongly encourage you to read the report in its entirety and see if some of the issues raised are ones you see in your unit.

OAR 333-510-0045 (1) Nurse Staffing Complaint Notice

OHSU is supposed post information that summarizes the staffing law ORS 441-152- ORS 441.177 and how to make complaints. The report from the surveyors concludes that there was no

evidence of any posting on any units they visited.

OAR 333-510-0045 (2) Anti-Retaliation Notice.

OHSU is supposed post information that relates to the anti-retaliation portion of the law ORS 441.181, 441.183, and 441.192. The report from the surveyors concludes that there was no evidence of any posting on any units the visited.

OAR 333-510-0105 (3) Nurse Staffing Documentation

OHSU is supposed to keep records and maintain documentation with regard to compliance with ORS 441.152 through 441.177. These records all related to the actual staffing plan, nurse's schedules, nurses training, and work of the staffing committee. The report from the surveyors concludes that specifics related to several units they visited were missing.

OAR 333-510-0105 (4) (a) Nurse Staffing Committee Requirements

OHSU is supposed to have a staffing committee comprised of equal numbers of staff nurses from all the specialty areas. The report from the surveyors concluded that several specialty areas were periodically not represented on the committee due to vacancies.

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OAR 333-510-0105 (5) Nurse Staffing Committee Requirements

OHSU is supposed to have co-chairs for the committee who represent actual units staff nurses and a nurse manager. The report from the surveyors concluded that the co-chairs that OHSU have do not represent actual units per the charter document for the committee.

OAR 333-510-0105 (6) Nurse Staffing Committee Requirements

OHSU is supposed to have a staffing committee charter that has details about how meetings are scheduled, how agendas are developed, how decisions are made, etc. The report from the surveyors concluded that the OHSU staffing committee charter failed to articulate these provisions and others clearly.

OAR 333-510-0105 (7) Nurse Staffing Committee Requirements

OHSU is supposed to have a staffing committee that meets with a quorum (an equal number of nurse managers and staff nurses) and that the meetings are open to observers. The report from the surveyors concluded that the OHSU staffing committee charter failed to follow these provisions and others clearly.

OAR 333-510-0105 (8) Nurse Staffing Committee Requirements

OHSU is supposed to have a staffing committee that keeps minutes. The minutes should document attendance, motions and outcomes of decision. The report from the surveyors concluded that the OHSU staffing committee minutes do not always clearly document attendance, votes and how members of the committee voted.

OAR 333-510-0110 (1) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan that is hospital wide developed by the committee. The report from the surveyors concluded that the OHSU staffing committee plan is deficient specifically “Not all hospital specialties and units were incorporated into the NSP (Nurse Staffing Plan); NSPs were not all fully developed

or complete; NSPs were not all approved by the NSC (Nurse Staffing Committee) using valid voting procedures.”

OAR 333-510-0110 (2)(a) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan that is based on the specialized qualifications and competencies of the nursing staff and provide for the skill mix and level of competency necessary to ensure that the hospital is staffed to meet the health care needs of patients. The report from the surveyors based on interviews and reviews of five units (4A, L&D, CHO, DCHOR and 6A) determined that “the Hospital failed to implement a hospital-wide NSP (Nurse Staffing Plan) that was developed based on the competencies needed by the nursing staff for each unit, and that provided for the skill mix and level of competency necessary to ensure that patients’ needs were met.”

OAR 333-510-0110 (2)(b) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan based on a measurement of hospital unit activity that quantifies the rate of admissions, discharges and transfers for each hospital unit and the time required for a direct care registered belonging to a hospital unit to complete admissions, discharges, and transfers for that hospital unit. The report from the surveyors based on interviews and reviews of five units (4A, L&D, CHO, DCHOR and 6A) determined that “the Hospital failed to implement a hospital-wide NSP (Nurse Staffing Plan) that was developed based on measurements of unit activity that quantified the rate of admissions, discharges and transfers for each hospital unit and the time required for a direct care registered belonging to a hospital unit to complete admissions, discharges, transfer for each unit and the time required for a direct care RN to complete those tasks.”

OAR 333-510-0110 (2)(c) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan based on total diagnoses for each hospital unit and the nursing staff required to manage that set of diagnoses. The

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report from the surveyors based on interviews and reviews of five units (4A, L&D, CHO, DCHOR and 6A) determined that “the Hospital failed to implement a hospital-wide NSP (Nurse staffing Plan) that was developed based on total diagnoses for each unit and the nursing staff required to manage those diagnoses.”

OAR 333-510-0110 (2)(d) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan that is consistent with national recognized evidence based standards and guidelines established by professional nursing specialty organizations. The report from the surveyors based on interviews and reviews of two of the five units (4A and CHO) determined that “the Hospital failed to implement a hospital-wide NSP (Nurse staffing Plan) that was developed to reflect for each unit consistency with current, nationally recognized standards and guidelines established by professional nursing specialty organizations.”

OAR 333-510-0110 (2)(e) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan that recognizes differences in patient acuity and nursing care intensity. The report from the surveyors based on interviews and reviews of five units (4A, L&D, CHO, DCHOR, and 6A). “It was determined that the Hospital failed to implement a hospital-wide NSP (Nurse staffing Plan) that was developed to recognize differences in patient acuity and nursing care intensity.”

OAR 333-510-0110 (2)(f) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan that establishes minimum numbers of nursing staff including LPNs and CNAs required on specific shifts. The report

from the surveyors based on interviews and reviews of five units (4A, L&D, CHO, DCHOR and 6A).

“determined that the Hospital failed to implement a hospital-wide NSP (Nurse staffing Plan) that established minimum numbers of nursing staff required on specific shifts.”

ORS 333-510-0110 (h) Nurse Staffing Plan Requirements

OHSU is supposed to have a written staffing plan that must consider tasks not related to providing direct care; including meal breaks and rest breaks. The report from the surveyors based on interviews and reviews of five units (4A, L&D, CHO, DCHOR and 6A) and review of documentation in 26 of 58 NSM timekeeping records, determined that OHSU failed to implement a hospital-wide NSP that was developed to consider each unit meal breaks, rest breaks and other tasks not related to direct patient care. Some specifics from the this section include condemnation of the “buddy system,” break consolidation and its impact on patient safety, closing for lunch with no plan for breaks during operational hours and lack of break nurses for night shift operating room (OR) nurses.

And finally

OAR 333-510-0130 (1) – (7) and (8) Nurse Staffing Member Overtime

OHSU is deficient in time keeping, record keeping and minimizing mandatory overtime as well.

This report gives us the evidence we need to make changes in staffing, shared governance and staffing practices here at OHSU. If the report is not honored and the deficiencies are not corrected, the hospital can suffer civil penalties. It cannot just be ignored, something has to be done.

What Do We Need to Do to Make Sure This Report is Taken Seriously?

It is not just a matter of waiting and sitting back to see if the Oregon Hospital Administration (OHA) or the staffing committee gets to work on all these deficiencies. As always, the answer to all of these issues is coming together and working together.

If you have concerns about the proposed 3:1 ratio for intermediate care patients in the critical care units, fill out the comment cards that are being passed around by unit leaders so your voice is heard. These comment cards are going to be presented to the staffing committee voting members prior to them voting for this new patient ratio implementation in the intensive care units (ICU).

Want to make sure nurses at OHSU get their meals and breaks? Please contact ONA nurse representative Maria LaVelle by email at LaVelle@OregonRN.org and join the newly reformed meals and breaks committee. The next meeting will be scheduled for this month now that the OHA report is public.

If you work on a unit in an ambulatory care setting with no staffing plan, come to the ONA staffing plan seminar

on Feb. 15 from 3 to 4:30 p.m. at the Center for Health and Healing in room 6052 on the sixth floor, and get tips on how to write one.

If you have concerns about your current staffing plan on your unit, get involved with the unit based nurse practice council (UBNPC). Most certainly all re-writes of staffing plans will start in our units.

If you want to make sure the law is implemented and the deficiencies in the report are corrected and addressed, think about running for a hospital nurse staffing committee (HNSC) position. The [nomination/consent to serve form](#) can be found on our bargaining unit webpage. There are currently vacancies for these specific areas: Woman and Infants, Nursing Resource Management (NRM), Professional Services and Ambulatory Clinics where a new second seat has just been added. We plan to start the nomination and election process next month.

You can also run to be an officer with your AURN executive board. This year president, treasurer, and member at large positions are open.

Be a Delegate to the ONA Convention in Bend Oregon

The Oregon Nurses Association (ONA) House of Delegates—ONA's statewide governing body—will meet for its biennial convention April 18-20, 2018, in Bend, OR. The house of delegates is an opportunity for ONA members, ONA leadership, nursing students, and others in the nursing field to come together and discuss the issues facing Oregon nurses. The general structure of the convention is two days of workshops (April 18-19), which qualifies for continuing education (CE) credits, followed by one day (April 20) house of delegates to discuss and debate ONA policy, bylaws, and the direction of the organization.

Financial assistance is available to help cover the cost

of lodging and transportation; we'll share detailed information about this soon. You can also apply for education funds from OHSU to cover the cost of registration for the two CE days being held on April 18-19, 2018.

If you would like to attend the ONA House of Delegates and be a voting delegate at the April 20 session, please complete the [nomination/consent to serve form](#) that can be found on our bargaining unit webpage.

The deadline to submit delegate nominations is Feb. 9, 2018.

Elections/Nominations for ONA Executive Committee Position Descriptions at OHSU With Our AURN Bargaining Unit

The Oregon Nurses Association (ONA) and Oregon Health and Science University (OHSU) new contract has been signed and the printed version is out, but the work of the union continues even when we are not in bargaining. Several important leadership roles on our ONA/AURN executive committee are up for election or appointment.

There are five positions on the executive committee, with three open for nomination and election this spring; president, treasurer and member-at-large. Below are brief job descriptions for those positions:

President. The president presides at all ONA/AURN meetings at OHSU; serves as a member of the negotiating team (we start bargaining again in the winter/early spring of 2020), appoints special committees and committee members, is a member of the executive committee, helps allocate money for projects, and performs a myriad of other duties as assigned.

Treasurer. The Treasurer performs quarterly reviews, of the ONA/AURN account of dues paid, authorizes expenditures for payment by ONA, maintains an itemized accounting of all receipt and disbursements, reports at meetings as appropriate about our finances, prepare written financial reports and presents them to ONA/ AURN as needed, and performs a myriad of other duties as assigned. (Note: assistance from Association accountants is provided for the Treasurer's financial duties).

Member-at-Large. The member-at-large maintains an accurate list of ONA/AURN members, fair share payers, and other nurses in the bargaining unit and performs a myriad of other duties as assigned.

Any nurse running for one of these positions must be a member of ONA/AURN at OHSU for 12 months prior to nomination. If you would like to serve in one of these roles please complete the [nomination/consent to serve form](#) that can be found on our bargaining unit webpage.

Upcoming ONA/AURN Events

Nurse Social & Happy Hour

Stop by and get to know other nurses who want to strengthen our union at OHSU! Bring your contract questions and your curiosity, and find out about ways to get involved in the Oregon Nurses Association (ONA)/ Association of University Registered Nurses (AURN) while enjoying a little camaraderie with your fellow nurses.

Thursday, Jan. 11, 2018

6-9 p.m.

Rock Bottom Brewery

206 SW Morrison St., Portland, OR

Steward Meeting

Big things are happening in 2018. We will discuss facility-wide issues, contract enforcement, Janus v. AFSCME and other topics that will affect nurses in the upcoming year. Stop by to get information and catch up with other stewards!

Wednesday, Jan. 24, 2018

5-8 p.m.

OHSU School of Nursing (SON)

Room 107

Clinic Staffing Plan Training

ONA nursing practice consultant, Jordan Ferris, will discuss how to make a staffing plan for ambulatory clinics that is compliant with the Oregon Hospital Nurse Staffing Law.

Thursday, Feb. 15, 2018

3-4:30 p.m.

OHSU Center for Health & Healing (CHH)

6th Floor, Room 6052

To RSVP for any of these events, or if you have questions, please contact ONA labor relations representative Liz Morris by email at Morris@OregonRN.org.

Paid Parking for Attending Meetings at OHSU

Oregon Nurses Association (ONA) staff would like to clarify contract language inquiries about paid parking for meeting attendance. Article 25.6 of the current contract states that nurses attending mandatory meetings or non-mandatory meetings approved by their manager will be supplied a coupon parking code to pay for their parking. This parking coupon code can be requested from the manager or administrative assistant prior to the day of the meeting and used at hourly pay stations on Marquam Hill Campus or South Waterfront.

Parking coupon codes may also be used when purchasing daily parking passes at <https://o2.ohsu.edu/>

[transportation-and-parking/](#). 'Employer approved non-mandatory meetings' include all shared governance meetings and contract-defined committees. Examples include a nurse who desires to attend their unit-based nurse practice committee (UBNPC) meetings during a shift when they are off duty.

If you have additional questions, please contact ONA labor relations representative, Rachael Mounts by email at Mounts@OregonRN.org or by phone at (503) 293-0011 ext. 1356.

Vote YES on Measure 101 to Protect Health Care Access

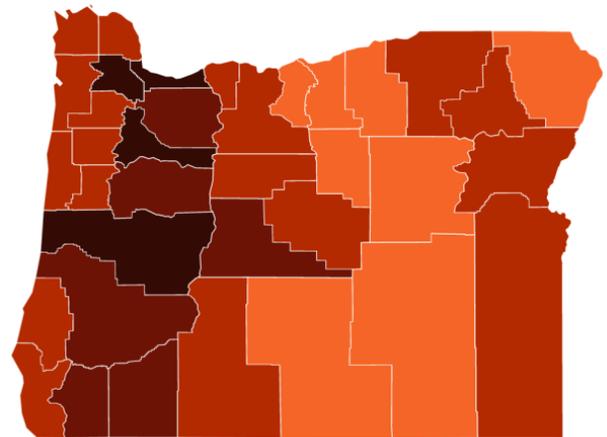
Oregon voters will face a decision on whether or not to protect health care for more than 350,000 children, adults with disabilities, seniors, and low-income families in a special election Jan. 23, 2018.

Measure 101 asks voters to uphold the bipartisan Oregon Healthcare Protections Bill which the legislature passed in the 2017 legislative session. Nurses, hospitals, insurers, Democrats and Republicans all supported the bill in order to fund health care and lower premiums for more than half a million Oregonians.

Voting YES on Measure 101 means protecting health care for Oregonians who otherwise couldn't afford care and are too often forced to go to the emergency room when they are sick. If the measure fails, thousands of our most vulnerable patients will be in jeopardy of losing their health care.

It is critical we stand together to protect Oregon families by supporting Measure 101 in the Jan. 23 special election.

If Measure 101 fails, over 350,000 Oregonians could lose their healthcare coverage.



Coverage loss by county: 0 - 1,000 1,001 - 10,000 10,001 - 30,000 Over 30,001

Learn more, get involved, and add your name to pledge to vote YES on Measure 101 at:

www.OregonRN.org/YesOnMeasure101