

ONA - AURN Executive Team

President:

Clarice Gerlach, RN
12K/CVICU

Vice President:

Lizzy McPhee, RN
Vascular Access Team

Secretary:

Cheryl Rice, RN
DCH, 8S OR

Treasurer:

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

WHAT YOU NEED TO KNOW ABOUT JANUS VS AFSCME A UNITED STATES SUPREME COURT CASE BEING HEARD AT THE END OF FEBRUARY

When our patients or coworkers are in trouble, they look to us for help. But we can't do it all on our own. That's why many nurses in Oregon have formed unions. Since the 1970s, nurses have enjoyed the freedom to stand together, to have a union that can effectively advocate for our patients and protect the things our families and coworkers need; including health benefits for our loved ones, a safe workplace and a secure retirement.

This year, our freedom to have a real voice in our practice and to negotiate a fair return on our work will be tested by a group of corporate lobbyists and wealthy CEOs who are bankrolling a U.S. Supreme Court case—*Janus v. AFSCME*—designed to take away workers' freedom to come together and advocate for ourselves and our coworkers.

The *Janus* Case

Janus is part of an organized assault on nurses and other public workers' right to have a fair say on staffing and safety issues: wages and benefits, paid sick leave and fair retirements. If the court rules in favor of *Janus*, **it will likely end the fair share provisions in our contract that nurses and other public**

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service workers have agreed to, making it harder for nurses to stand together and easier for corporations to cut wages and health benefits, eliminate family leave and erode retirement plans.

Membership organizations like the Oregon Nurses Association (ONA) can't effectively advocate without committed members, financial resources. Everyone who belongs to ONA benefits in helping to underwrite the cost of the union's work. The *Janus* case is a corporate attempt to slash union membership and cut our resources to keep us from standing together and advocating for ourselves and our patients.

Who's Behind *Janus*?

All you have to do is follow the money. The case is being pushed and financed by corporate chief executive officers (CEO) and lobbyists who know that when

WHAT YOU NEED TO KNOW ABOUT JANUS VS AFSCME A UNITED STATES SUPREME COURT CASE BEING HEARD AT THE END OF FEBRUARY (CONTINUED FROM PAGE 1)

nurses and workers have the freedom and opportunity to stand together in a union, there is greater freedom and opportunity for everyone, not just the wealthy and powerful.

We've proven over and over that when we come together, we're successful. That's how we won a statewide hospital nurse staffing law, helped to expand health care to cover 95 percent of Oregonians and won the right to negotiate fair contracts with employers.

Here at Oregon Health & Science University (OHSU), having a strong membership meant we could beat back the "fatigue policy" so we could have some control of our schedules and our lives. It also meant we could stop the paid time off (PTO) proposal and keep our vacation and sick leave. Anti-worker groups like the so-called "Freedom Foundation" the National Right to Work Foundation, and the State Policy Network have seen our victories; *Janus* is their reaction. These anti-

worker groups are using *Janus* to try to defund and destroy unions in the public sector to prevent you from having a real voice in what happens in your workplace or any public policies.

What Can I Do in advance of the Supreme Court Ruling?

The case is being heard at the end of February. The ruling will come sometime in the spring perhaps as early as March or April. In advance of the ruling there are three easy steps you can take to make a difference and help preserve your voice in your practice.

- Join ONA as a member. Go online to www.OregonRN.org/Join, scroll down the page to the link for OHSU; print the application, sign it and return it to ONA either by fax (503-293-0013) or snail mail at 18765 SW Boones Ferry Road, Ste. 200, Tualatin, OR 97062.
- If you're already a member; talk with your coworkers about why you joined ONA and why they should too! Your bargaining unit steward, leadership committee members or labor representative can even provide you with an outline to help make these conversations successful.
- Finally volunteer to serve as a delegate to ONA's Convention and House of Delegates in April 2018. To learn more: www.OregonRN.org/Delegate.

Ultimately, we will win or lose any fight or issue we take on because of your willingness to stand up and take action. If we come together and stay together, in 2 years we will have the strength to negotiate a better contract for our patients and our coworkers.

If we let *Janus* and other outside forces divide us, we'll be forced to take whatever corporations give us.



"ONA is responsible for so many of the nitty gritty details that make our job sustainable ... staffing ratios, health insurance, compensation. After our recent negotiations it is especially clear that this work on our behalf has been going on for a long time, and I am grateful for that. For that reason, it is important that we support those who are supporting us."

- Dario LaPoma, RN, 5A/C at OHSU



"I joined ONA because I know there is strength in numbers. Without unions, it would be easy for any employer to steamroll our aspirations of providing better patient care while striking a balance between home and work ... standing together gets things done and helps uphold the standards we all strive for."

- Caitlin Reid, RN, 12K at OHSU



"Being an ONA member means you have voting power on our contract. You can also negotiate the contract. Being a full member gives you a voice in your contract."

- Theresa Demello, RN, Short Stay at OHSU

RUN TO BE ON THE ONA/AURN EXECUTIVE TEAM

The work of the Oregon Nurses Association (ONA) here at Oregon Health Sciences University continues even when we are not in bargaining. There are five positions on our ONA/AURN executive committee. Three are up for election this spring.

President. The president presides at all ONA/ Association of University Registered Nurses (AURN) meetings at OHSU; serves as a member of the negotiating team; appoints special committees and committee members; 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, and reports at meetings about our finances; prepare

written financial reports and presents them to as needed and performs a myriad of other duties as assigned. (Assistance from association bookkeepers 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 a 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, fill out the consent to serve form that can be found in this newsletter on page four. If we have more than one nomination for any office, we will hold an election. The officers meet every other month all day on the second Thursday.

INTERESTED IN PROFESSIONAL PRACTICE AS A UNION NURSE? JOIN THE PROFESSIONAL NURSING CARE COMMITTEE (PNCC)

Oregon Health Science University (OHSU) recognized the professional nursing care committee (PNCC) as a resource to direct care nurses in OHSU's hospital and clinics on matters related to patient care and professional development. Per contract, the PNCC is composed of six nurses. Nurses elect the PNCC members annually, with members serving a two-year term as outlined in the AURN bylaws. The committee meets the fourth Wednesday of every month for two hours from 4 p.m.—6 p.m. Nurses are paid for their attendance and for any work done to support the committee and its activities from a bank of 400 hours. In collaboration with the coordinating council, the

professional nursing care committee (PNCC) does the training for new unit based nurse practice council (UBNPC) chairs. PNCC runs the process for selection of staff nurse members to the staffing committee consistent with ORS § 441.162. One member of the PNCC serves as a liaison to the staffing committee. PNCC also serves as an advisory committee for appointments of direct care nurses to all nursing councils and committees that relate to nursing service or direct patient care. PNCC monitors the distribution of staff development funds as described in Section 21.4. It is also responsible for maintaining and updating the national certification listing to inform staff of eligible



certifications for the annual certification bonus and reimbursement.

Three of the six position on the committee are up for election. If you are interested in serving please fill out the consent to serve form on page four of this newsletter. If we have more than three nominations, elections will be scheduled.

Nomination Form



Oregon Nurses Association (ONA)/Association of University Registered Nurses (AURN) at Oregon Health and Sciences University (OHSU)

You must be a member in good standing in order to nominate or to serve

Return completed forms to Oregon Nurses Association (ONA) no later than **March 1, 2018** to be an officer, and no later than **February 9, 2018** to be a delegate.

Fax to Jaime Newman at 503-293-0013 or email Newman@OregonRN.org

AURN OHSU Officer Nomination Form

Position	Name of Nominee	Signature of Nominee (Signifying consent to run and serve if elected)	Date
President			
Treasurer			
Member at large			

Professional Nurse Care Committee Nomination Form. Three positions are up for election in 2018

Name of Nominee.	Signature of Nominee (Signifying consent to serve if elected)	Date

April 18—20 ONA Statewide Convention Nomination Form

Name of Nominee	Signature of Nominee (Signifying consent to attend and serve if elected)	Date

Please include your contact information below.

ONA will use this information to update its own records and track who has submitted nominations.

Name: _____ Address: _____

City: _____ State: _____ Zip: _____

Home Phone #: _____ Cell Phone #: _____ Email: _____

IMPROVE STAFFING BY SERVING ON THE STAFFING COMMITTEE

The Oregon Health Authority (OHA) just issued a very damning report about staffing at the Oregon Health Science University (OHSU). In light of this report, the staffing committee is going to have a lot of important work to do. The committee is made up of direct care registered nurses as well as an equal number of nurse managers. We have openings for several representatives.

The committee meets monthly on the first Wednesday of the month from 3—5 p.m. Members are paid for attending this meeting. Members of the staffing committee review and approve staffing plans, SVFs (staffing variance forms), and any new policies or procedures that impact nurse staffing. If you are in one of the units where there is an opening consider running to serve on this committee and fill out the form below.

Hospital Nurse Staffing Committee Nomination Form

Position	Name of Nominee	Signature of Nominee (Signifying consent to serve if elected)	Date
Ambulatory Care (First Position) CHO, CHM, CHH			
Ambulatory Care (Second Position) CWH, Home Infusion, Family Medicine, Digestive Health Center			
Women and Infants 12 A, 12C and 13 C			
Pediatrics 8N, 9N 9S, 10N, 10S, PANDA, Ped Sedation			
Perioperative (ORs) CEI, CHH, DCH, North, South, and (PACU) CEI, CHH, DCH, North			
Nurse Resource Management (NRM) and Professional Services Apheresis, MSP Units, NRM, Vascular Access			

Would you like to serve on the Staffing Committee?

Return completed forms to Oregon Nurses Association (ONA) no later than March 1, 2018

Fax to Rob Nosse at 503-293-0013 or email Nosse@OregonRN.org

If we have more than one nomination for any spot on the committee an election will be scheduled.

Please include your contact information below.

ONA will use this information to update its own records and track who has submitted nominations.

Name: _____ Address: _____

City: _____ State: _____ Zip: _____

Home Phone #: _____ Cell Phone #: _____ Email: _____

AMBULATORY CLINIC STAFFING PLAN TRAINING AND WORKSHOP

You have hopefully heard about the staffing report that was done by the Oregon Health Authority. We know that many ambulatory units at OHSU do not have staffing plans. Would you like to get started on one? Oregon Nurses Association's (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, 3-5 p.m.
OHSU Center for Health & Healing (CHH)
6th Floor, Room 6052

To RSVP for this training, or if you have questions, contact ONA labor representative, Liz Morris, by email at Morris@OregonRN.org.

WORKSHOP FOR NEW UNIT BASED COMMITTEE CHAIRS

Our Professional Nursing Care Committee is conducting its semi-annual Unit Based Nurse Practice Council training and workshop for chairpersons of these committees who are new to the role. This workshop is a chance to learn about the role of unit based committees and learn how to run an effective meeting. Topics to be covered will include yearly goal setting, staffing plans, as well as important contract language that guides the work of

these committees. CEs are available and lunch is provided. To register for this work shop find the class on compass on OHSU's website and register.

Thursday, March 13, 2018, 8:00 a.m. to 4:30 p.m.
OHSU Center for Health & Healing (CHH)
3rd Floor, Room 3181 1B

DON'T MISS IMPORTANT ONA EMAILS

Frequently we hear about nurses who 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 there might be other reasons you are not getting ONA e-mails.

- **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 a work email address.

- **Bad Email:** ONA has an incorrect or outdated email address on file.
- **No Email:** ONA does not have an email address on file for you.
- **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
- **Opted Out:** At some point you opted out of receiving emails.

To fix this problem. If you have checked your junk, spam, clutter folders and you are not getting ONA e-mails simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

We will update our records to ensure you do not miss out on future e-mails and other important ONA information.