Once again, OHSU administration has proposed that intermediate care patients be cared for in critical care units at a 1:3 ratio due to a shortage of acute care beds. After receiving over one hundred separate comment cards from critical care nurses regarding the proposal, members of the hospital staffing committee met with concerned nurses from the Critical Care cluster last week to discuss the upcoming vote. This follows several town hall meetings and a house wide petition that garnered thousands of signatures last Spring. Critical Care nurses in attendance at the most recent meeting were unanimous in recommending a “no” vote to the staffing committee on the current proposal, for the main reason that adding to the patient load without providing increased ancillary staff (CNAs, phlebotomy, etc.) would put patients, and nursing, at risk. They recommended either delaying the vote until further detail could be worked out via the existing 1:3 Task Force, or rejecting the plan outright. The Staffing Committee reps asked each unit’s Unit Based Nurse Practice Council to take an advisory vote of the nurses on their unit for further guidance. The proposed change will be voted on by the Staffing Committee at the HBNSC meeting on May 2nd.

Have an opinion on Nurse to Patient Staffing Ratios? Get involved!

1. RNs on Critical Care units should sign the current petition -- located in all Critical Care breakrooms.
2. Come to the HBNSC meeting - May 2nd, 3-5 p.m., 11th FL of Doernbecher Children's’ Hospital.
Please welcome your new HBNSPC cluster representative to their new roles and thank them for their work and service!

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Unit/Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman &amp; Infants Position</td>
<td>Annalisa Wirz</td>
<td>13C Mother/Baby Unit</td>
</tr>
<tr>
<td>Nurse Resource Management &amp;</td>
<td>Shawna Salo</td>
<td>11B Procedural Care Unit</td>
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<tr>
<td>Professional Services</td>
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<tr>
<td>Critical Care</td>
<td>Kirk Constantine</td>
<td>Critical Care Float Pool</td>
</tr>
<tr>
<td>Perioperative</td>
<td>Jessica Jones</td>
<td>6C South OR</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>Erica Swartz</td>
<td>DCH 10S Hematology/Oncology</td>
</tr>
<tr>
<td>Ambulatory Care (First Position)</td>
<td>Eryn McKim</td>
<td>CHH Digestive Health Center</td>
</tr>
<tr>
<td>Ambulatory Care (Second Position)</td>
<td>Schlifka Collier</td>
<td>Outpatient Adult Bone Marrow MPV</td>
</tr>
</tbody>
</table>

**On-Call Pay**

Have you opted to take compensatory (comp) time on-call recently? Did you know that you should be paid on-call differential for these hours? In the event that you are placed ‘comp on-call’, you would be paid an on-call differential of $4.75 for all hours, even those hours you are called in to work (on-call worked). You can enter your own on-call time into Kronos before the pay period ends. On your timecard scroll down to the day that you were on-call, click on the drop-down menu and choose the pay code ONC (on-call). Next to this pay code you can enter how many hours you were on-call.
To dispel a variety of rumors surrounding the opening of CHH2 and the relocation of some surgical services to the new building in 2019, Oregon Health Sciences University (OHSU) administration has put out the following communication:

“OHSU has identified a need to expand ambulatory services at the Center for Health and Healing Building 2 (CHH Building 2), South Waterfront Campus. OHSU is consolidating outpatient services to the South Waterfront – closing North OR and consolidating Oncology Services (with the exception of Radiation Oncology). This will expand our capacity for improving the health and well-being of Oregonians and beyond.

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The current target date for transition is Spring of 2019. Accordingly, OHSU will begin occupying the new CHH Building 2. There will be approximately 197 new FTE positions (AFSCME and ONA represented positions) created as a result of the expansion. In preparation we are beginning to plan for internal bids, and internal/external recruitments. Current employees, who meet the eligibility requirements will have the opportunity within their established units/departments to bid on new positions created as a result of the expansion. Internal and external recruitments may run concurrent or subsequent to this bid process. It is expected that a complete listing of positions will be available in April 2018.

OHSU does not intend to lay off any employees due to the expansion of the South Waterfront Campus. OHSU management and Human Resources will carefully evaluate staffing resources to ensure that OHSU is able to continue providing the high-quality patient care for which it is known.

There are many pieces to coordinate in a transaction of this nature, and projected dates may change as part of this process. Our goal will be to keep staff informed of any changes. The initial timelines for bidding and posting positions are as follows:

Now through June 2018 – Internal Interest survey and Internal Job Bid Process.

Months of July 2018 to January 2019 – Recruitment and Hiring process (house-wide and external recruitment) for CHH2 and replacement positions.

Months of January 2019 to July 2019 – Transition into CHH Building 2 and filling of replacement positions.

Positions at CHH Building 2 will be new FTEs and reassignment of duties amongst existing FTEs. As such, we are expecting the expansion will not trigger a restructure under Article 20.9. In order to best manage the staffing of the CHH Building 2, backfilling those positions vacated as a result and to maintain the highest quality of patient care possible, there may be temporary reassignments of schedules among employees in accordance with Article 7.2.4 of our contract. This will enable us to continue to deliver high

levels of care in the event that there is a need to balance the skill mix of newly hired employees with those more seasoned nurses”.

We will be surveying nurses and holding a series of meetings to identify our interests and concerns during the transition, so stay tuned for further details as they occur.
Executive Committee and Professional Nursing Care Committee Elections Will Take Place in April 2018

It’s time to elect our Oregon Nurses Association (ONA) leadership at OHSU. The Association of University Registered Nurses Executive Committee (AURN) is our main ONA decision-making body at OHSU. This group is responsible for contract negotiations and enforcement, as well as appointments to special committees, the allocation of our bargaining unit funds for special projects, and the general focus and priorities of our bargaining unit, which represents more than 2400 nurses at OHSU.

Positions up for reelection in April include President, Treasurer, and Member-at-Large.

Our Professional Nursing Care Committee (PNCC) has many responsibilities, including providing the training for new unit based nurse practice council (UBNPC) chairs, the selection process of RN representatives to the staffing committee, as well 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 and is also responsible for maintaining and updating the national certification listing to inform staff of eligible certifications for the annual certification bonus and reimbursement.

Candidate information as well as directions for voting will be posted via email and on break room bulletin boards on April 9, 2018.

Sparks Salad Bar Enrollment

Did you know that Benefits Department has teamed up with Food & Nutrition Services to offer a free salad bar or piece of fresh fruit at all Food and Nutrition retail locations at the first Wednesday of each month? You may ask, “how do I enroll in this benefit?” See instructions below on how to register:

- Go to O2 Homepage (o2.ohsu.edu)
- Click on the ‘Bridge’ shortcut on the homepage
- Search for ‘Food and Nutrition Services’
- Click on the search result that takes you to the Food and Nutrition Services home page
- On the left-hand side of the home page, click on ‘Spark and Payroll Deduct Enrollment’
- Click on the link to the Online Enrollment Form

If you have additional questions about this process, please see the FAQ page on the ‘Spark and Payroll Deduct Enrollment’ screen on the Bridge.

Online Continuing Education

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