



Oregon Nurses Association
Bargaining Unit Newsletter

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

October 1, 2018

ONA - AURN Executive Team

President:

Lizzy McPhee, RN
Vascular Access Team

Vice President:

Maria LaVelle, RN
Vascular Access Team

Secretary:

Vacant

Treasurer:

Harold Fleshman, RN
10 D Epilepsy Monitoring Unit

Member-at-Large:

Julie Jorgensen, RN
DCH ED

ONA Labor Relations Representatives:

Sarah Thompson

(503) 293-0011 ext.1320
Thompson@OregonRN.org

Liz Morris

503-293-0011, ext. 1319
Morris@OregonRN.org

Rob Nosse

503-293-0011, ext. 1318
Nosse@OregonRN.org



Oregon Nurses Association
18765 SW Boones Ferry Road
Suite 200
Tualatin, OR 97062



STAFFING PLAN VICTORY ON 5A/5C!

In February 2018, the staffing grid in the Family Medicine Unit (5A/5C) was unilaterally changed by management. The Unit-Based Nursing Practice Committee (UBNPC) wasn't given the opportunity to vote on the plan and the plan was never taken to the House-wide Nurse Staffing Committee (NSC) for approval.

This is a violation of both the ONA contract and the Oregon Hospital Nurse Staffing Law. OHSU's own Nurse Staffing Committee Charter reads: "Per the ORS 441.162.170, in alignment with the Oregon Nurse Staffing Law, the Nurse Staffing Committee is responsible for the development of the hospital staffing policy and oversight of individual unit staffing plans. The hospital may not

modify or change the policy or plans unilaterally without the approval of the NSC."

Union stewards on the unit tried to resolve the issue directly with their manager and were unable to come to an agreement. They decided to file a formal grievance in August. At the grievance meeting, the nurses simply asked for the process outlined in the law and the contract to be followed.

The process outlined in the law exists so that the people who provide the care can have a voice in staffing.

The unit ultimately won their grievance and will continue to work under the previously approved grid as the UBNPC develops and approves a new grid.

Step up and join our Executive Team!

ONA-AURN Secretary Rachael Mounts has left OHSU for an exciting adventure, leaving us with a vacancy on our Executive Team for a term that ends in June of 2019. Per our bylaws, the position will be filled by a vote of our ONA-AURN executive team. Duties and requirements are as follows:

1. Record or designate someone to record the minutes of Constituent

Association (CA) 52/AURN meetings as needed and post in a timely manner.

2. Conduct the general correspondence of CA 52/AURN.
3. Be a member of CA 52/AURN for twelve (12) consecutive months prior to nomination.

Continued on page 2

Great news for nursing moms at OHSU!

Did you know you don't need to clock out to pump? ONA and OHSU are committed to ensuring that nursing mother's returning to work have the support you need to successfully express the milk your babies need.

Memorandum of Understanding #3 (p.128) in the ONA/OHSU Collective Bargaining Agreement states:

1. The Employer will maintain a program of furnishing to milk expressing mothers who are returning to work a packet of information about

relevant statutes, policies, resources and guidelines to help the returning employees have a successful experience with breast milk expression in the workplace. An employee will not be required to clock out if the time required for milk expression extends beyond the allotted time for the applicable meal or rest period.

If you have any questions or concerns contact your manager or your union steward.

Join our Exec Team (continued from page 1)

4. Preserve all documents, minutes, newsletters, and correspondence of CA 52/AURN.
5. Prepare documents for ONA as required, including change of officers and an Annual Report to the House of Delegates.

6. Perform other duties as deemed necessary by the CA 52/AURN Board of Directors.

Interested in this leadership opportunity? Email Thompson@OregonRN.org by Wednesday, Oct. 10 indicating your consent to serve.

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome. ONA Nurse Lobby Day is open to all ONA members and student affiliates (Oregon Student Nurses Association members).

Tuesday, Feb. 5, 2019
Salem, OR



- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope

Visit www.OregonRN.org for details and registration.