



Oregon Nurses Association
Bargaining Unit Newsletter

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

May 6, 2019

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



Nurses Week May 6-12

AURN is celebrating Nurses Week! Similar to last year, we will be tabling in a central area of the hospital that is easily accessible for you to swing by and pick up some union swag, treats,

and/or coffee. With bargaining coming up in the next few months it's a great way to start the conversation about what we want for our new contract.

AURN Awarded for Membership Growth

At the ONA Bargaining Unit Leadership Conference this year, AURN was given an award for having a huge membership growth within our hospital over the last year. Our membership went from 77% to 86% in a little over a year! Nurses within OHSU are recognizing the importance of being a member of a union and how much we can do together as one force, when it comes to advocating for ourselves and our profession. Oregon nurses are top four (California, Alaska and Hawaii are also highly ranked) in pay, benefits, and good working conditions, and that is in part because of the high number of nurses who have chosen to become union members.

The OHSU nurses that were here for last bargaining round can recognize the importance of the union when



management originally proposed many devastating takeaways to our contract. With the support of all the nurse members, we were able to fight off many takeaways and strengthen our contract in many other areas to improve OHSU nurses' workplace. Are you an ONA member? If not, please consider joining the 86% of nurses here at OHSU in solidarity.



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Out of State Licensure Triage Guidelines

Recently management sent out a communication to nurses working in Ambulatory units that stated that an Oregon nursing license may not cover situations where a nurse was providing care over the phone to a patient physically located in a different state. This caused considerable confusion in units where nurses provide such care, as well as concerns that nurses may be placing their licenses at risk.

ONA has historically taken the position that in telehealth situations, the care provided takes place where the nurse is physically located. In other words, when a nurse is providing care to a patient over the phone, that care is taking place in Oregon as the nurse is physically located in Oregon and covered by an Oregon nursing license. AURN raised this issue at our monthly CO-OP meeting on April 11 and

management has agreed to work with us on addressing nurse's concerns. Barb Bonnice is working closely with the Ambulatory Cluster Council to help answer questions and achieve clarity. Furthermore, former ONA executive director Susan King and AURN president Elizabeth McPhee have requested to meet with chief nursing officer Dana Bjarnason and a representative from the Oregon State Board of Nursing to clarify how state laws and regulations affect our ability to provide continuum and follow-up care to patients who live out of state. Together we want to ensure that our licenses are protected while they continue to provide the care required by their patients.

This is a situation that AURN is monitoring closely. Stay tuned for more updates.

OHSU: THE MOST PROFITABLE HOSPITAL IN OREGON IN 2018

Congratulations to all the nurses of AURN, your hard work helped to make OHSU the most profitable hospital in Oregon in 2018. According to the information provided by a databank system maintained by the Oregon Association of Hospitals and Health Systems and made public by the Oregon Health Authority, OHSU had a higher total margin in 2018 than any other hospital in Oregon. This was the third year in a row that OHSU was the most profitable hospital in Oregon and the fourth year that OHSU has made more than \$100 million in profit. See the table to the right for the top five most profitable hospitals in Oregon in 2018.

Hospital	Total Margin
OHSU Hospital	\$113,544,110
PeaceHealth Sacred Heart Riverbend	\$102,484,887
Asante Rogue Medical Center	\$72,447,438
Kaiser Sunnyside Medical Center	\$45,129,941
McKenzie-Willamette Medical Center	\$42,440,504

Preparing for Bargaining:

While it might feel like we still have a while before our contract expires, AURN is beginning to gear up for our next round of contract negotiations. Our current contract expires on March 31, 2020, but since our last round of bargaining ended up taking around nine months, we want to ensure that we have sufficient time to reach a fair agreement. While we likely won't go to the table with management until late fall to early winter, AURN intends to begin prepping for bargaining over this summer.

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Preparing for Bargaining*continued from page 2*

One of the best tools we use during bargaining is the ONA bargaining survey. The survey lets us hear from you and make changes to the contract that all nurses want. Given the financial success of OHSU, AURN believes that we should be making many improvements in our next contract, not facing cuts!

Emergency Department Safety Issues

Recently nurses in the emergency department (ED) raised a number of safety concerns on their unit. As the psych population increases and with fewer psych-specific facilities such as Unity, many psych patients are being held in the ED. This has caused several unsafe situations to both staff and other patients receiving care in the ED. The ED nurses are advocating for changes to be made to ensure safety in the department.

After circulating a petition that the vast majority of ED nurses signed on to, a delegation of ED nurses went to the AURN CO-OP meeting to lay out their

concerns and ask management to take steps to improve the situation. Management has agreed to take some initial steps to rectify the situation, including posting overtime shifts for OHSU police in the unit and ensuring that nurses are not working alone in the psych rooms. However, AURN believes that there is still work to be done and that larger changes are needed to ensure nurse and patient safety. AURN will continue to engage in a conversation with management to ensure that all nurses have safe working conditions, not only in the ED, but throughout all of OHSU.

PANDA Breaks Grievance

PANDA nurses never know when they may be called into action. The work they do is critical and availability at a second's notice is paramount. This may mean having interrupted breaks, missing breaks, or not even knowing when they may take one. Occasionally there are long periods of downtime, often there isn't—but never knowing when you may get paged doesn't make any of it restful. PANDA nurses understand this is the nature of their work, but recently



they were told that while on 24-hour shifts at Aurora Airport, they cannot leave the facility, where they have no access to coffee, snacks, or meals. The PANDA nurses collectively signed a grievance asking to be compensated for what are essentially six missed breaks a day.

Not surprisingly, this grievance was denied at Step 1, but PANDA nurses will stand together to escalate and find a solution.

AURN Treasurer Position Open

AURN is currently looking for a new treasurer! This is a great opportunity for someone who is looking to get more involved in our union and it's important that we have a full board going into a bargaining year.

If you know someone who you think would be good at this or if you yourself are interested reach out to AURN President Elizabeth McPhee or one of our labor reps!

New ONA Labor Reps for OHSU!

We have two labor representatives at OHSU: Brian Howard and Tyler Woodard.

Brian Howard (right) joined ONA in May 2017. During his 15 years working in health care unions, he organized thousands of previously non-union workers, trained scores of successful organizers and member-leaders, and negotiated contracts that raise standards for staffing, workload, and retention. The belief that nurses have the power to profoundly impact society has shaped Brian's career. Brian's email is howard@oregonrn.org.



Tyler Woodard (left) has been a union staffer for nine years and he most recently worked at Oregon Federation of Nurses and Health Professionals where he worked with the nurses at Kaiser to ensure safe staffing levels as well as fair wages and benefits for nurses. Tyler is excited for the opportunity to work with nurses at OHSU as our AURN contract sets standards throughout the healthcare industry in Oregon. If you need to contact Tyler his email is woodard@oregonrn.org and his phone number is 503-935-6160.

Staffing Education & Advocacy Training

Have you recently been elected to your hospital's staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.



Part 1: Oregon's Nurse Staffing Law

Part 2: How to Write a Better Nurse Staffing Committee Charter

Part 3: How to Write a Better Staffing Plan

Part 4: Staffing Committee Orientation

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.