It’s Time for Annual ONA/AURN Elections!

The annual nomination period has ended. Voting will take place online April 19-23, 2021.

Per your bargaining unit bylaws, nominations and elections are to be conducted yearly, with different positions up for election every other year. The vice-president and secretary are up for election in odd numbered years; and the president, treasurer, and member-at-large are to be elected in even-numbered years.

Election of members to the Professional Nursing Care Committee (PNCC) is similar, with positions 2, 4, and 6 up for election in even-numbered years, and positions 1, 3, and 5 up for election in odd-numbered years. Staffing committee continues to have several openings.

The nomination period was open from Jan. 29 through March 19, 2021, and was publicized in the ONA newsletters. We will hold an online vote for contested positions (for which there are two or more candidates) April 19-23. Some positions are uncontested, meaning there is only one candidate for that position, and these will not be part of the vote.

Voting information will be sent via email! PLEASE make sure you have a valid email address on file with ONA – link to update your contact information, or contact Member Services via email: MemberServices@OregonRN.org.

Remember to check your spam filters so you do not miss important emails from ONA.

Candidates for Open ONA/AURN Positions

OFFICERS

Vice President:
- Maria LaVelle
- Melissa Mason

Secretary:
- Natasha Schwartz

PNCC: (all uncontested seats)
1. Melissa Vazquez
2. Vacancy, ongoing recruitment.
3. Natasha Schwartz
4. Duncan Zevetski
5. Eric Carlson
6. Kartika Vasavada

Staffing Committee: (pick one)
The following clusters are OPEN for election – (2-year terms)

Women & Infants:
- Mackenzie Chown
- Sandra Shockley
Candidates for Open ONA/AURN Positions (continued from page 1)

Pediatrics–8N, 9N, 9S, 10N, 10S, PANDA, Pediatric Sedation, Pediatric (10C), Pediatric Float Pool (vacant ongoing recruitment)

Perioperative / Peri-Anesthesia –Intra-operative (ORs):•CEI, CHH, DCH, and SOR•Pre and post PACU: South (6A), CHH, CEI & DCH (vacant ongoing recruitment)

Ambulatory #2 –CWH, Home Infusion, Family Medicine (*5), Digestive Health Center (vacant- ongoing recruitment)

DON’T MISS IMPORTANT ONA EMAILS

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
3. **Bad Email:** ONA has an incorrect or outdated email on file.
4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **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 work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

### Staffing Committee by Cluster

The following clusters are

**NOT OPEN FOR ELECTION:**

**Acute Care, KPV**
Lauren Doeneka RN, BSNRN, 10K (term started 1/1/2018)

**Acute Care, Main Hospital**
Laura Gragert RN, BSNRN, 10HRC EMU/CTRC (term started 12/2020)

**Ambulatory 1**
Schlifka Collier RN, BSN, OCNRN, Outpatient Adult Bone Marrow MPV (term started 2/2018)

**Critical Care & ED**
Kirk Constantine RN, CCRN, CENRN, NRM-CC (term started 3/7/18)

**Procedural Services**
Shawna Salo RN, BSN, CCRNRN, 11B (term started 3/7/18)

**Co-Chair**
Erica Swartz, RN, BSN CPONRN, 10S (term started 3/2018 & Co-Chair 1/2018)

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**You Might Be Owed Money From OHSU**

PLEASE READ this message from ONA Grievance Chairperson, Maria Lavelle, if you work in a unit with mandatory call you may be affected:

Danny Jacobs, the president of OHSU, sent an email to all OHSU employees on March 13, 2020 explaining that through June 30, 2020 no employee would lose pay due to the COVID 19 pandemic. Many nurses during this time reached out to ONA because their timecards were being altered to remove LWP (Leave with pay) if they came in during a mandatory on-call

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You Might Be Owed Money From OHSU (continued from page 2)

shift in the same week they received LWP for an FTE shift and/or worked an extra shift during a week where earlier in that week they had received LWP to fulfill their FTE. A Grievance was filed in the summer of 2020. The timecards being changed in this way was actually creating loss of pay for nurses that they otherwise would have received if there wasn’t a lack of work due to the pandemic. Below are some examples of how this could have affected you:

Jane Doe is a 0.9 FTE that is scheduled to work Monday, Tuesday, Wednesday and has a mandatory on-call shift on Friday of the same week. On Monday, the unit is over nurses due to low census and so Jane Doe stays home on Monday using LWP for 12 hours to make up the hours of her FTE. On Friday, during Jane’s mandatory on-call shift she is called in before the shift to work the entire 12 hours on-call. Prior to the close of the pay period Jane realizes that the 12 hours of LWP she received on Monday was removed from her timecard. She is now only being paid for Tuesday and Wednesday and for the on-call shift she worked. If Jane hadn’t stayed home LWP on Monday, she would have been paid for all shifts because that is what her schedule was for the week, being a mandatory on-call unit. She also would have been paid for all four shifts that week if the patient census wasn’t low on Monday due to COVID 19.

Another scenario:

Jane Doe is a 0.9 FTE that is scheduled to work Monday, Tuesday and Wednesday. Due to no procedures because of reduced scheduling during COVID 19, Jane Doe stays home LWP for her Monday and Tuesday shift and works the Wednesday shift. Due to an unexpected FMLA, the department ends up short on Friday, Saturday and Sunday of that same week. Jane decides to help the staffing issue due to the unexpected FMLA and signs up to work Friday and Saturday of that same week to fill in the staffing hole. Prior to close of the pay period, Jane notices that the LWP for Monday and Tuesday that she previously received was removed from her timecard. When she asked the timekeepers what happened to the LWP, the answer was because she worked later in the week the LWP hours were removed so Jane was only paid her exact FTE hours. If the hospital was running at 100% as it was previous to the pandemic, Jane would have been paid Monday, Tuesday and Wednesday and then also paid for the additional hours she picked up later in the week to help the unit out.

We are asking that any nurse that received LWP during March 2020 to June 30, 2020 do a self audit of their timecard to see if you are missing any hours. As part of the Grievance Settlement, OHSU is willing to make nurses whole that lost pay due to LWP being removed from their timecards in instances such as the above.

If you need help auditing or have questions, please contact Jessica Jones, RN at ramirezj@ohsu.edu or Maria LaVelle, RN at bartholm@ohsu.edu, both are Nurse Representatives on the Grievance Committee and can help. DEADLINE: If you think you are impacted please respond by April 30.

Working Off the Clock Is Not the Answer

Have you ever been asked about your unauthorized overtime? Unfortunately, some nurses have told us that their managers are closely scrutinizing such requests for “incremental” overtime and then questioning the nurse’s performance or attempting to blame them for not completing the day’s duties within their normal shift. In many cases, the staffing or operational issues that are the root causes of the overtime continue to go unaddressed. Some nurses, concerned about being disciplined for not completing work, are clocking out and then finishing their work off the clock. This is a bad idea and won’t lead to a solution. We all know that a nurse’s day is a busy one, with many unplanned events that can result in additional work that must be completed. A professional nursing license comes with many responsibilities to patients that cannot be shirked regardless of pressure.
Working Off the Clock Is Not the Answer (continued from page 3)

from managers to go home on time. If you need to work overtime to complete your duties, we encourage you to do all of the following:

- Follow the procedural instructions from your manager.
- Document the reasons for the overtime by thoroughly charting your activities.
- Log the situation that led to your overtime in a personal log book.

Working off the clock is more likely to land you in hot water than staying late on the clock to complete the day’s duties. Nurses can be disciplined for working off the clock because an employer is liable for paying employees for all work performed regardless of whether it is clocked. When an employer learns that employees are working off the clock, the employer must stop the practice or be subject to federal and state workplace violations including fines and liability for amounts owed to the employees. We have had nurses investigated and disciplined for working off the clock. These are some of the activities nurses report they are doing off the clock, for which they must be paid:

- Education modules (if you cannot get these completed, you need to notify your manager and ONA and ask for additional time).
- Receiving calls at home from managers that are investigatory or disciplinary interviews (ONA once had a case in which a nurse reported that her manager called her at home and talked to her for 55 minutes, which resulted in “coaching and counseling,” often the precursor to discipline/corrective action, on her record).
- Finishing charting.
- Following up with patients.
- Completing handovers.

A busy day resulting in overtime is often caused by a shortage of appropriate staff or high patient acuity for which sufficient appropriate staff is not provided. You should always let the charge nurse know when you need additional staff.

If you don’t get the staff you need, you should fill out a staffing variance form. These forms are available online through OHSU.

Staffing variance forms are designed to alert all the appropriate personnel about day-to-day staffing issues that threaten quality patient care. For example, if you are late with medications or unable to give appropriate psycho-social care because of your patient load, or if performing these tasks causes you to work overtime, you should submit a staffing variance form. When you submit the form, it is received by ONA, your ONA local officers, your unit manager, the nurse staffing committee, the chief nursing officer, and the professional nursing care committee (PNCC). These individuals and committees review the forms and collaborate on the best way to prevent further situations that compromise patient care.

Filling out a staffing variance form provides documentation of the staffing issues that threaten patient safety and force you to work overtime to meet your professional responsibilities. Filling out these forms is a part of your job as a nurse at OHSU. It should be done on the clock. If you are discussing the need to work overtime with your manager and part of the reason was insufficient staff, tell your manager that you will also be filling out a staffing variance form prior to clocking out.

Nurses should not let overwhelming duty assignments result in working for free or missing breaks and lunches. When you do not get a break or lunch, you need to record that on your timecard. The only way OHSU administration will know that you are working so hard that you miss your rest periods is if you clock out only when you actually finish working and record all your missed lunches and breaks. For every four hours that you work, you are entitled to a 15-minute paid break. Nurses working a six-hour shift or greater are also entitled to a 30-minute unpaid meal period. If you do not receive this meal period, you can clock a missed lunch on your timecard so that you are paid for these 30 minutes, usually at time and one-half (unless for some reason you do not work your full shift, i.e., low census).
Working Off the Clock Is Not the Answer (continued from page 4)

Ever mindful of their budgets, too many managers are putting the squeeze on nurses to work faster despite the compromise to patient care. Nurses need to remain confident that they know which shortcuts can or cannot be taken, and what patient care activities cannot be skipped. The push to rush you through your duties should be met with careful documentation of all the important work you do and the staffing and operational concerns that prevent you from doing it. Rest assured that if you are doing your job to the best of your ability, ONA will be there to defend your right to give your patients the professional nursing care they deserve.

Each unit should have a written plan to ensure that breaks and meal periods are provided and covered. Your current contract has specific provisions about breaks and meals (see Article 7.4). If you have concerns about taking breaks and lunches on your unit, contact your manager and ask if your plan has been reviewed lately and how you can resolve the issue.

ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good (BCG). BCG is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too!

Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.

OHA to Survey OHSU Nurse Staffing Starting March 30

On March 23, OHSU was notified by the Oregon Health Authority (OHA) that they will conduct the triennial survey of OHSU Nurse Staffing starting on March 30. You may be approached in-person by a surveyor, while working on your unit during your shift, and you may be asked about: your staffing plan; how patient acuity and nurse work intensity are used to determine assignments; how meals and rest breaks occur; and if your unit has violated the staffing plan. These surveys were suspended across Oregon during the pandemic and OHSU will be the very first hospital in Oregon that they are visiting since resuming the surveys.

Management will notify all current nurses of an online OHA survey you can fill out which we hope you will! Per OHA: “As part of the survey, hospital staff, patients and family members may participate in a nurse staffing survey interview. The survey interview is currently open for participation and will remain open until 5:00 PM on April 6, 2021. Please make sure staff are informed of the opportunity to participate in the survey interview and receive the survey interview address.”

It is critical that OHSU nurses complete this survey and provide honest, detailed answers to the questions. This opportunity comes once every 3 years, and is a critical opportunity to push for safer staffing at OHSU. Please encourage everyone on your unit to fill out the survey!

You don’t have to wait to hear from management, you can fill out the survey linked below.

Click here to take the survey

Or scan the QR code with your phone.
ONA nurses at Legacy’s Unity Center for Behavioral Health need your support at their candlelight vigil from 6-8 p.m. on April 7. It’s been almost two years since the nurses formed their union and they still don’t have a first contract. The candlelight vigil is a way to show Legacy that nurses stand firm for a contract that ensures quality care, increased safety for everyone and nurses are full partners in care delivery.

If you can’t attend the vigil, show up to the informational picket held by SEIU Local 49 between 11 a.m. and 2:30 p.m. SEIU Local 49 is also trying to negotiate a fair contract with Legacy and have been forced to hold a picket to get the employer’s attention. Make sure you wear your ONA swag!

All attendees must wear masks and observe appropriate social distancing guidelines to ensure a safe and healthy event.

- You can get more details and RSVP at www.OregonRN.org/UnityDay
- View and share the Facebook event here

## Topics and Dates

### Introductory Steward Training
- Saturday, June 19, 2021
- Tuesday, Sept. 21, 2021
- Thursday, Dec. 9, 2021

### Grievance Handling Training
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, Oct. 9, 2021

### Building Worksite Power Training
- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues. Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training