Support for OFNHP Kaiser Strike

Our elected leaders of the AURN/ONA pledge that we will not cross the picket line at any Kaiser facility at which our Oregon Federation of Nurses and Health Professionals (OFNHP) colleagues are striking.

OFNHP members have overwhelmingly voted to authorize a strike at Kaiser Permanente facilities in Oregon.

This strike authorization is a direct result of hospital management refusing to negotiate in good faith around patient safety and staffing issues. The primary issues relate to lack of adequate staffing, which has reached crisis levels at Kaiser and in other healthcare settings.

Instead of presenting proposals to solve the staffing crisis, Kaiser executives have offered low wages and a “two-tiered” system that would mean new workers would make much less than their colleagues. This would accelerate the ongoing staffing crisis, ensuring dangerous conditions in hospitals and clinics around Oregon.

As a nurse in Oregon, you may be approached by agency recruiters to work on a temporary basis at one of these facilities or, if you currently work per diem at any of these facilities, you may be asked to pick up shifts during the strike.

We strongly urge all nurses in Oregon to not cross the picket line or work in any capacity at any of the striking facilities.

Oregon Nurses Association members fight for safe patient care and any strong contract for healthcare workers is our fight too. We want to ensure that OFNHP gets the strongest contract possible so we can leverage their success in our future negotiations.

Everyone in our state must have access to safe, quality care.

Please stand in solidarity with our fellow union nurses and commit to not crossing any picket lines!

If you have any questions, please contact your ONA labor representative, executive team leaders or unit rep.

“Striketober”

By this point, we have all seen stories in the news about “Striketober” – a huge wave of strikes as unions across the country take action to protect workers and advance a range of union priorities.

From the ten thousand John Deere workers on strike to more than fourteen hundred Kellogg workers, unions across the country, representing workers from all kinds of industries, are rising up to demand better working conditions, better salaries, more respect and (for nurses) a greater focus on safe staffing.

Here in Oregon, 3,400 of our union siblings from the OFNHP have voted to authorize a strike at Kaiser Permanente.

continued on page 2
Like ONA’s nurses, they are deeply concerned about safe staffing, low wages, patient safety, and the hospital’s lack of respect for the frontline healthcare workers who have been risking their lives during the COVID-19 pandemic.

Their fight is our fight and ONA staff are working closely with OFNHP to make sure we are there to provide whatever support they need should they move to a strike. One of the requests we have received from OFNHP leadership is for ONA bargaining units across the state to create “Mutual Aid Committees,” or MACs. (Sometimes MACs are called Welfare Committees or Strike Committees.)

MACs are exactly what they sound like: a committee that helps support workers who are in need. These committees are particularly important during a strike when nurses struggle with lost wages and pressures on their time from picketing. MACs can help in a variety of ways including raising funds to donate to OFNHP’s strike fund (which helps cover lost wages, for example), volunteering to run errands (grocery shopping, for example), home help (housework, dog walking, lawn care), childcare, making food, handing out flyers, emotional support and generally offering to help in whatever way has been requested.

ONA believes that, should OFNHP move to a strike, it will be important for our Portland-area bargaining units to offer local support (like running errands, walking dogs, helping with child care, etc.) alongside donations to the strike fund, while BUs from outside of Portland can be most helpful by providing financial assistance and public support for the nurses out on strike.

ONA has asked every BU in the state to consider creating a MAC. If you are interested in supporting our OFNHP colleagues if they go out on strike, please reach out to your Labor Rep who can help you create a MAC and put you in touch with other ONA members who want to help.

Get Involved!

There are a lot of ways to be involved in your union and make OHSU a better place to work and receive care! Because of our union, we have a meaningful voice in our wages, benefits, working conditions, and how we care for our patients here at OHSU. Our ONA/AURN bargaining unit has been around since 1972, when nurses first joined together to organize and bargain our first contract. The continued strength of our union depends upon the involvement of nurses like us. We have some positions that remain open and we will continue to recruit until they are filled. To serve on any committee or position, the individual volunteering to serve must fill out the nomination form on page 4 to consent to serve by Monday, Nov. 29. Consider nominating a nurse colleague, or, better yet, consider running and serving in one of these roles yourself!

Improve Staffing by Serving on the Staffing Committee

The Oregon Nurse Staffing Law makes the nurse staffing committee the ultimate authority on hospital nurse staffing. Hospitals MUST implement staffing plans that are passed by the committee and this may not be overruled by nursing executives because a staffing plan increases hours per patient day. The committee approves all hospital nurse staffing plans, reviews staffing variances, and any pilot programs or trials that impact nurse staffing must be reviewed and approved by the committee. The committee is made up of direct care RNs as well as an equal number of nurse managers and meets the first Wednesday of the month from 3-5 p.m. We have openings for two cluster representatives. Members are paid for attending this meeting and the law requires the hospital to release members from their assignments to attend. If you are in one of the units where there is an opening, consider running to serve on this committee. If there is more than one applicant for each vacancy an election will be scheduled. Current staffing committee vacancies:

- Critical care/ICU and ED - 7A, 7C NSICU, 8C, 12K, ICU Nursing Resource Management (NRM), Adult ED, Peds ED, 6B and ED obs.
- Acute Care (Main Hospital) 4A, 5A, 5C, 10A, 10D HRC, 13A, 14A, 14C.
The Diversity Advisory Council has an open seat for an ONA nurse. The Diversity Advisory Council (DAC) advises the President and the Executive Leadership Team on ways to enhance diversity, multiculturalism and equal opportunity for all aspects of our mission. As a campus-wide group, the DAC supports diversity initiatives across the university, everything from helping units understand the business case for diversity to providing practical resources for employees, students and community members. The DAC represents all of the university’s mission areas and student, staff and faculty groups. Working together, DAC members enhance communication and collaboration across OHSU’s schools and departments. For more information see the DAC website here. The seats on this committee are filled by appointment.

Impairment Free Taskforce has vacancies that need to be filled. It's a very unique taskforce that has shown to be more effective and progressive in its approach than nearly any other similar program in the state. It's a rare opportunity to serve on such an important and well-run committee. Here is the full description from our collective bargaining agreement:

26.8.1 Impairment Free Workplace Committee. A joint committee will be maintained to assist management and staff in understanding and administering the policy. The committee shall meet a minimum of one time per calendar year in the month of October to review the policy and changes in partners (drug testing and evaluation vendors). The committee shall be composed of six (6) members; three (3) members designated by AURN and three (3) members designated by the Employer. Every reasonable effort will be made to reach full consensus on any material changes to this policy. If consensus fails, the issue will be decided by majority vote among committee members. If the vote does not result in a majority decision, the matter will be referred to the chief nurse executive for a final review and determination. Committee members will be paid at the straight time rate of pay for activities related to the committee.

Membership Committee This committee helps with welcoming new hires to our union and asking them to join. COVID has prevented us from holding the in-person New Employee Orientation (NEO) sessions. We are looking for nurses who are creative thinkers and problem solvers who can help introduce newly hired nurses to our union and explain how ONA works at OHSU and across the state. Specifically, we want committee members to explain to new hires what it means to work at a union hospital, promote full membership to new hires, and talk about your experiences as a nurse and union member. Membership is union power! If you are interested, please fill out a consent to serve form and write membership committee or membership committee chair in the “other” box.

Unit Representatives Unit representatives are ONA nurse leaders for their unit. Unit representatives are the eyes, ears, and backbone of a union. Our union is stronger when we, as nurses, are empowered to advocate for ourselves and our patients. ONA unit representatives help peers to better understand their rights, and to help point them in the right direction when they have questions or concerns about our contract or things going on at work. Every nurse needs someone to turn to for quick answers when they need help, that means we need unit representatives on every shift in every unit. Being a unit representative is easy.

The bulk of the commitment of a unit representative is simply updating your units bulletin board, making sure your coworkers are receiving important updates and information from ONA, being available to your coworkers when they have questions/concerns and knowing how best to triage those questions. ONA provides beginning and advanced training (like basic contract interpretation and how to help your coworkers if they get called in for investigatory meetings), and we have a network of unit representatives across our facility who work to help one another as much as possible.

We don’t currently have ONA unit representatives in many units. We need at least one unit representative for every unit, on every shift. If you are interested in learning more about the role, please fill out a consent to serve form and write in unit steward in the “other” box.
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 Nov. 29, 2021. Fax to Jaime Newman at 503-293-0013 or email Newman@OregonRN.org

<table>
<thead>
<tr>
<th>Position</th>
<th>Name of Nominee</th>
<th>Signature of Nominee (signifying consent to run and serve if elected)</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Chair</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member at Large AURN</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staffing Committee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DAC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Impairment Taskforce</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unit Rep.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OTHER</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER PLEASE SPECIFY:**

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 #: ___________________  Non-work Email: __________

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org