Shape the Future

Help shape the future of ONA/AURN by running for office!

As nurses, we all have a role to play in helping to make OHSU a great place to work. Because of our union, we have a real, meaningful voice in our wages, benefits and working conditions here at OHSU.

Our bargaining unit has been around since 1972, when nurses joined together to organize and bargain our first contract. The continued strength of our union depends upon the involvement of nurses like us.

We elect our executive committee, made up of our nurse colleagues, to help run the day-to-day operations of our professional association. We support the work of our elected leaders through membership, participation in ONA activities and committees, and by staying informed and educated about our contract.

Have some ideas about how we could improve our union? Run for office! This year, three positions on the executive committee are open as well as professional nursing care committee (PNCC) and others. The following positions are open:

- President
- Treasurer
- Member-at-Large
- Professional Nurse Practice Council (PNCC)
- Staffing Committee
- The Diversity Advisory Council Committee (DAC)
- Impairment Free Taskforce Alternates
- Membership Committee
- Unit Reps

You can find descriptions and responsibilities for each of the open positions in the following pages. All positions are for two-year terms. Training and support is available and any nurse who has been an ONA member in good standing for at least 12 months prior to running is encouraged to apply. You may nominate any ONA member from our bargaining unit, including yourself, for any of these positions.

committee members; helps allocate money for projects and performs a myriad of other duties as assigned.

**Treasurer.**
The Treasurer performs quarterly reviews, of the ONA/AURN account of dues paid; authorizes expenditures for payment by ONA; maintains an itemized accounting of all receipt and disbursements, and reports at meetings about our finances; prepare written financial reports and presents them to ONA/AURN as needed and performs a myriad of other duties as assigned. (Assistance from association bookkeepers is provided for the Treasurer’s financial duties).

**Member-at-Large.**
The member-at-large maintains an accurate list of ONA/AURN members, fair share payers, and other nurses in the bargaining unit and performs a myriad of other duties as assigned.

Any nurse running for a positions must be a member of ONA/AURN at OHSU for 12 months prior to nomination. If you would like to serve in one of these roles fill out the consent to serve form that can be found in this newsletter. If we have more than one nomination for any office an election will be held. The officers meet every other month all day on the second Thursday.

**Professional Nurse Practice Council (PNCC).**
The PNCC serves as a resource to direct care nurses in OHSU’s hospital and clinics on matters related to patient care and professional development.

- The PNCC provides training to the unit-based nursing practice committees (UBNPC) and works to resolve issues which cannot be satisfactorily resolved at the UBNPC level.

- The PNCC also monitors the distribution of staff development funds.

- Per contract (27.4.3) the employer provides the committee with four hundred (400) paid hours per fiscal year for PNCC members to attend to PNCC responsibilities described herein. The release hours shall be paid at each nurse’s straight time rate. The Employer will also assign administrative personnel for up to forty (40) hours per year to support the activities of the PNCC.

**Staffing Committee Openings.**
- Acute Care Cluster 9K, 10K, 7C/11K, 13K, 14K, 5B, Acute Care & Nursing Resource Management (NRM)
- Ambulatory 1 CHO, CHM, CHH
- Ambulatory 2 CWH, Home Infusion, Family Medicine (*5), Digestive Health Center
- Procedural Services Apheresis, Vascular Access Team, MSPU units

This committee has responsibility to approve/deny all nurse staffing plans and address nurse staffing issues throughout OHSU. It’s also an opportunity to advocate for nurses who are addressing staffing issues on their units and to help move OHSU forward in implementing best practices under the Oregon Hospital Nurse Staffing Law.

- The committee meets the first Wednesday of the month from 3 – 5 p.m. at OHSU.

- Per ORS 333-510-015(3) “The hospital shall release a member of the staffing committee from his or her assignment to attend committee meetings and provide paid time for this purpose.” • The staffing committee members nominate and vote to approve the ONA (direct care RN who is non-managerial) co-chair position.

**Diversity Advisory Council Committee (DAC).**
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.

continued on page 3
Open Positions (continued from page 2)

Impairment Free Taskforce.
AURN needs a few more people to serve as alternates on this taskforce. It’s a very unique taskforce that is more effective and progressive in its approach than nearly any other hospital 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. Seats on this committee are filled by appointment.

Membership Committee.
This committee helps with welcoming new hires to our union and asking them to join. Since COVID, we have no longer had the in-person New Employee Orientation sessions that we have historically had. We are looking for nurses who are creative thinkers and problem solvers who can lead union orientation presentations 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.

Election Committee.
This committee works closely with the Secretary and ONA staff to ensure fair election in compliance with bylaws. The seats on this committee are filled by appointment.

AURN/Management Cooperative Committee (COOP).
This is a cooperative committee made up of AURN members and OHSU management to resolve issues of concern to both parties in a timely manner and to avert grievances. The committee meets monthly the second Thursday of every month from 3:30-5:00pm. The members will be paid at a straight rate of pay for their participation in the meetings. Management will make reasonable efforts to accommodate the employee’s attendance at these meetings. The seats on this committee are filled by appointment.

Unit Representatives.
Unit reps 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.

continued on page 4
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. If you can’t fill the role, but know someone who would be good for it — ask them to help out! It’s important that nurses have someone to turn to that they already have a relationship with.

Who in your area do you think would be a good fit for the role? 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!

Nomination Form & Consent to Serve

To serve on any committee or position, the individual volunteering to serve must fill out the online nomination form and consent to serve by March 6, 2022. Scan the QR code with your phone or to to the link below.

Go to www.OregonRN/OHSU-CTS

ONA Convention Registration, Delegate Opportunity & Funding Info

The ONA House of Delegates (HOD), our statewide governing body, will be part of the ONA Convention and House of Delegates, May 17-19, 2022 in Portland, OR.

The House of Delegates is an opportunity for ONA members, leadership, nursing students, and others in the nursing field to come together and discuss the issues facing Oregon nurses.

The structure of the convention is two days of workshops (May 17 &19), which qualify for continuing education (CE) credits, with the HOD (May 18) taking place in the middle of the two CE Days.

AURN (ONA Constituent Association 52) has 94 delegate spots at the HOD and we are looking for members interested in serving as a delegate to bring your voice to the table to discuss and debate ONA policy, bylaws, and the direction of the organization.

Financial assistance is available to help cover the cost of lodging and transportation. AURN will share detailed information about this soon.

Per our contract, you can also apply for funding from OHSU to help cover the cost of the two continuing education days. Register for the convention, paying for your CE registration, and then submit for reimbursement from OHSU to access the CE funds.

Delegate nominations and ONA Convention registration open Monday, Jan. 17. Visit www.OregonRN/Delegate to learn more about becoming a delegate and complete your delegate nomination.