New Union Leaders!

With Your Help, We Found 3 Leaders To Lead Your Bargaining Unit!

Congratulations!

♦ Co-Chair: ‘Cee’ Bennet
♦ Co-Chair: Ian Jarman
♦ Treasurer/Secretary: Barbara Davis

We had many people nominated by others, but by the time the dust settled, no one wanted to run against these three leaders. Their combined experience and determination will make the next year spectacular for the PHMC bargaining unit.

Your new executive team has big plans for the bargaining unit they want to implement. They need your help to make these plans a reality.

Unions require many people to work together doing little things. No single person should ever be doing the lion’s share. Everyone should take a turn at leading if they can.

The labor movement was started by thousands of people. Those before you did some heavy lifting to get the chapter this far.

To keep it alive, new people should always be stepping forward to do a small part, and to learn about the power of working together for change. Peace Harbor is no exception. There are five opportunities the officers want you to know about, including paid opportunities.

1. **SRDF**. Fill out a Staffing Request and Documentation Form (SRDF). SRDFs carry a big impact. We need SRDFs filled out through Crossroads, so we can inform the decisions of the Labor Management Committee, the PNCC and the Staffing Committees. SRDFs are the most effective tool to inform ALL the different parts of the hospital that need to work together. With the SRDF information, RNs and managers can all work together to improve staffing and create improved patient outcomes. No retaliation will occur for filling out an SRDF. That would defeat the purpose and you can fill them out on the clock at the end of your shift. If you can’t find the new flier describing how to find the Crossroads page for the SRDFs or why they are important, let us know ASAP so we can get the information in your hands.

2. **NEWSLETTER DISTRIBUTION**. It’s easy and only takes about 30 minutes once a month.

3. **STEWARDS**. If you are looking for a more hands on opportunity, Stewards are needed in every Unit. Stewards help RNs when they need to answer questions that could lead to discipline. But they also help RNs find contract answers and they escalate RNs concerns to an officer or Labor Representative if they don’t know the answer.

If you’re interested, let us know and

*continued on page 2*
New Union Leaders! (continued from page 1)

we will get you set up to succeed.

4. COMMITTEE MEETINGS. Committee members are needed for the Professional Nursing Care Committee (PNCC) and the Staffing Committee. The PNCC works to ensure that RNs have the professional and educational opportunities they need to be successful. The staffing committee ensures compliance with the state staffing laws in each unit. Both committees will be better prepared to improve working conditions with SRDFs coming in regularly.

5. MEET. More than anything else, your new officers need to hear you! We will be having our first meeting in the Modular Conference room located at the 386 building on Monday, May 17 from 1400-1600. Starting in June we will meet every third Monday from 1400-1600 in Conference Room C. Hopefully, we will be doing these in person ASAP, but we also have a ZOOM link below for anyone interested in attending virtually, just ask your labor rep or executive committee for the link.

Clear your calendar and plan to drop in – even if it’s just for a few minutes before or after your shift. The meetings are a great way to have meaningful conversations with other RN’s about what would make your job better. If we don’t know, we can’t help.

Next Meeting – May 17 1400-1600 (2 to 4 p.m.) Modular Conference room located at the 386 building and on ZOOM. (you will need to download Zoom)

Everyone who joins in person must wear a mask and follow appropriate social distancing guidelines.

Staffing Request & Documentation Form (SRDF)

The ONA Staffing Request and Documentation Form (SRDF) is a tool now available on Crossroads for nurses to report when nurse staffing on the unit/shift is compromised.

The Oregon Nurses Association and Peace Health put the form into Crossroads to increase ease of access for you. The data collected from SRDFs helps the association and managers better understand staffing issues in your unit, so we can work together to fix the issues and patients get the care they need.

The staffing committee, management, your officers, and your labor representatives use these SRDFs as a tool for system and process improvements.

REASONS TO FILL OUT AN SRDF

- Patient/Nurse Assignment ratio is not in compliance with Staffing Plan
- Missed or late meals and/or rest breaks
- Reassigned charge/resource nurse for patient assignments, break relief, or trainings
- Reassigned break nurse for patient assignments
- Reassigned CNAs or other staff and not replaced
- Nurses required to transport patients
- Insufficient ancillary staff
- RNs directed to complete mandatory education concurrent with patient assignment
- Insufficiently trained staff
- Manager doing bargaining unit work
- Insufficient equipment or equipment not provided in a timely manor
- Unsafe environment - please provide specifics

IT’S EASY! The form walks you through what to include and there is also a space for you to add some details. What did you do in response? Why did the situation occur? How can the issue be resolved?

TO FILE AN SRDF Open Crossroads → Clinical (left column) → Nursing (from Drop Down) → Staff (scroll) → SRDF.