ONA-PH HH Nurses Meet and Affirm Commitment to Collective Action to Win on Productivity, Caseloads, and More

ONA-PH HH nurses met last Thursday to discuss the recent productivity arbitration decision and next steps, including the escalation of our contract campaign. Nurses in attendance reaffirmed their commitment to win strong contract language to protect against capricious increases to productivity and caseloads. We also acknowledged that this will take escalation to strong collective action.

Management continues to apply increased pressure on productivity metrics, including announcing today the weekly reporting of productivity. Our grievance and arbitration proceedings provided us some temporary reprieve from the fullest implementation of the January 2021 metrics for the past two years. We are now feeling their full effects and know we must organize to win at the bargaining table to stop management. We want to reiterate the advice sent last week around productivity. Find that advice repeated at the conclusion of this email.

ONA-PH HH Officer Nominations Close Wednesday

It is time to elect our next ONA-PH HH officers to lead our union!

The current officers will continue to serve until May 1 and will lead bargaining through its conclusion, should contract negotiations extend beyond this date. Stepping up to serve as an officer of your union is a powerful way to advocate for your fellow nurses and help advance the profession. Incoming officers will receive mentorship and onboarding from existing officers and ONA staff. Please reach out with any questions you may have!

Nominations are open until 11:59 p.m. on Wednesday, February 1. Please nominate yourself and other nurses you wish to see in ONA leadership. Candidates will be announced on Monday, February 6. Where only one candidate is nominated for a position, no election will be held, and the nominee will be appointed to the position. For all contested positions, the election will run February 20-23.
You can find position descriptions for each of the seven officers in the ONA-PHHH bylaws.

**NOMINATE HERE**

**Save These Dates**

- **Hearings on ONA’s Safe Staffing Bill (HB 2697)**: Monday, Feb. 27 from 3-4:30 p.m. & Tuesday, Feb.28 from 5-6:30 p.m. (Salem)

**Take These Actions**

- **Get involved in our statewide campaign to secure stronger legislation to ensure safe staffing.** In addition to setting minimum staffing standards in hospitals, our legislation would expand the nurse staffing law to include the home health and hospice setting. We need home health and hospice nurses to get involved. Find options for adding your voice at oregonrn.org/getinvolved.
- **Complete our survey on weekend scheduling preferences here:** [https://forms.office.com/r/U30sL0MEMZ](https://forms.office.com/r/U30sL0MEMZ)

**Actions to Take in Response to Productivity Push**

We know you already document extensively, but this is critical if we are to push back on the employer. Please take the following actions:

1. Record all hours worked, including faithfully recording all overtime.
2. If your visits for a given day will require overtime, call your core leader, inform them of this, remind them that “Excess work will be by mutual consent, except that a nurse may be required to remain at work beyond a nurse's scheduled workday (Article 5.F)”, and ask if you are being required to remain at work beyond your scheduled workday to work mandatory overtime. If they say no, tell them you will need to be downloaded a patient to avoid overtime. If they say yes, ask them to document this requirement in writing over email.
3. If your core leader is unclear or unresponsive when asked about mandatory overtime, put your question in writing and copy your Director (Kristin or Corrinne for Home Health and Jennifer for Hospice).
4. Record all factors—visit complexity, travel, education, computer issues, etc.—that impact your productivity. You may need this information if management attempts to institute disciplinary action for failure to meet productivity. We do have strong contract language that prevents discipline if these factors are in play, and we will fight each and every instance of inappropriate discipline.