ONA Executive Team
Chair:
Sean Fairbairn, RN (Surgery)
Secretary:
Kitty Falcy, RN (3E)
Treasurer:
Sarah Mishan, RN (Med Surge 2E)
Grievance Chair:
VACANT
Membership Chair:
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Misha Hernandez
Labor Representative
(503) 293-0011 x1371
Hernandez@OregonRN.org

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Short Staffing

The issue of prolonged and extreme short staffing is all the more reason to submit your short staffing testimonial to this link: www.oregonrn.orgnursingstories

This will be used to petition for important RN patient ratio legislation in the State Senate in early 2023.

This form is different from the Staffing Request and Documentation Form (SRDF) which is a data based form and is kept private withinONA.

Genesis Update

ONA continues to work to rectify Genesis-induced pay issues, including:

Supporting a class action lawsuit against Providence led by ONA nurse leaders that seeks to recoup both lost wages and damages for all impacted Providence employees.

ONA nurse leaders have filed a class action lawsuit against Providence that seeks a comprehensive third-party audit to identify and then correct all payroll errors. Without an independent audit of pay since the implementation of Genesis, we do not believe nurses can have confidence that all errors have been recognized and remedied. We are now advancing our grievances from the internal grievance process to third-party binding arbitration. The arbitration process can be quite slow, but it empowers an arbitrator to compel Providence to comply with the contract by identifying and correcting all pay errors.

We know that both of these processes can be slow and frustrating when Providence has so clearly been in the wrong. Providence can agree to comply at any point to speed these processes and put these issues behind us. Unless and until they do, we will continue to pursue all available avenues and keep you updated on progress.

In the meantime, if you continue to experience pay problems at PMMC, please contact one of your ONA leaders or labor rep to remedy the issue as quickly as possible.
RSV Virus

All,

As you are aware, Governor Brown issued an executive order due to the RSV outbreak that is overwhelming EDs and Pediatric units.

As a reminder – ONA passed legislation strengthening the nurse staffing law so that it is more difficult for hospitals to violate staffing plans. Here is a link to this provisions: [https://secure.sos.state.or.us/oard/viewSingleRule.action?ruleVrsnRsn=285508](https://secure.sos.state.or.us/oard/viewSingleRule.action?ruleVrsnRsn=285508)

The important components:

- Hospitals must initiate their facility disaster plan (likely happening, often will involve “standing up incident command” or some such structure).
- Hospitals must implement “crisis standards of care: as defined in the OAR. That means there is a change to objective prioritization of care and patients and a limitation on services.
- They may only deviate from staffing plans for 90 CUMULATIVE DAYS
- They must keep records.
- Incident command must submit a written report to the staffing committee co-chairs detailing the nurse staffing needs due to the emergency within 30 days of deviating from staffing plans.

And to help our members: wash your hands, don’t go out when you are ill, don’t send your kids to school if they are ill, and consider masking when in public spaces.

Matt Calzia, BSN, RN (he/him)
Director of Nursing Practice and Professional Development
Oregon Nurses Association

ONA Leadership Positions Open!

The ONA Executive Team of PMMC has two vitally important openings.

► Grievance Chair
► Membership Chair

If you are interested please let your leaders or labor representative know!

Link to PMMC Bylaws describing position:

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.

We offer multiple trainings throughout the year, focusing on representing your coworkers, problem-solving workplace issues, welcoming new members to their union, and building our union’s overall power to make improvements for nurses.

See below for a list of training topics and dates to become a union steward and/or develop your skills to build a stronger union, as well as descriptions of each training course available.

**Training Dates & Registration**

Click on the training title link to register for the training. Each training is limited, so register early to reserve your spot.

**Virtual Introductory Steward Training**
- **Saturday, December 3 at 9 a.m.-1 p.m.** - Virtual Introductory Steward Training

**Grievance Training***
- **Monday, November 28 at 1 p.m.-5 p.m.** - Virtual Grievance Training

**Power Building Training***
- **Saturday, December 10 at 10 a.m.-2 p.m.** - Virtual Power Building Training

* This training builds on concepts presented during the Introductory Steward Training. To attend, you must have already completed an introductory steward training.

**Introductory Steward Training**

Learn what it takes to become a union steward! We will be teaching the basics of:

- Knowing your union rights
- Representing a co-worker
- Filing and processing a grievance
- How to find important items in your contract
- How to make our union stronger!
Get involved!

A strong union has at least one steward for every unit and shift. Members can go to them with questions and concerns and they in turn keep members in the know about important union activities.

**ONA Grievance Training**

This training builds on concepts presented during the Introductory Steward Training and as such, we require attendees to have completed a steward training prior to participating in this training session.

Learn the fundamental skills needed to successfully enforce your contract:

- Learn how the grievance procedure works
- How to write and file grievances
- How to read and interpreting contract language
- Learn about your right to request information
- How to conduct investigations
- Practice presenting a winning argument
- When to “Organize” around a grievance

The ability to enforce the contract through grievances and problem solving ensures that a union member’s rights are respected. Confidence when confronting management allows for issues to be resolved before they have a chance to grow into larger problems.

Register for the training at the link below:


**ONA Building Worksite Power**

This training builds on concepts presented during the Introductory Steward Training and as such, we require attendees to have completed a steward training prior to participating in this training session.

Learn how to organize your coworkers to support and win on issues of unfairness. This training covers:

- Learn how to evaluate smart issues to organize around
- Identifying a goal? (High Ground)
- How to pick tactics and strategy
- Access co-worker strength and participation
- How to put a timeline to actions
- The importance of delegation

When an unfair work issue is not addressed by the contract or when the grievance procedure will take too long for a fair outcome, collective action within a worksite can be powerful and swift way to win the issue.

Learn how to harness your right to collective action in order to expedite a fair outcome while reinforcing the power of collective action within your union or worksite while having a little fun.