Important Notice Regarding EIT Association Grievance

The ONA/Providence Medford Medical Center (PMMC) executive team filed an association grievance for not properly applying extended illness time (EIT) in accordance to our contract. EIT can be used, according to Article 18.4.1.6, for approved family medical leave under applicable law. That means that if your time off falls under a family medical leave of FMLA, Oregon Sick Leave or OFLA, according to the contract, there is no waiting period for the use of EIT. When you call in for a sick child that could be a protected leave under OFLA or Oregon Sick Leave. For OFLA there are eligibility requirements of being employed more than 180 calendar days and worked an average of at least 25 hours/week over a 180-day period. For Oregon Sick Leave your first 40 hours a year are protected leave time and a sick child (or yourself) could fall under this type of leave.

Some departments and timekeepers did apply EIT according to Article 18.4.1.6 and paid people out of their EIT directly, but others did not. We are attempting to fix this problem and have all ONA nurses who should have gone directly into their EIT for an appropriate leave.

To date, we have met with PMMC administration to try to solve this problem. We are trying to identify who has potentially been impacted by this issue. PMMC has asked that nurses self-identify that they may have been impacted. We are looking at the time period from now through the latest contract cycle that goes back to May of 2018.

Please contact Julie Serrano at Serrano@OregonRN.org if you believe that you did not have EIT properly applied during the time period stated above or have questions. Please email information by Tuesday, March 31, 2020 to have your information included in the association grievance and be part of the solution.

Negotiation Start Next Week: Line the Hall with Encouragement March 5

We are getting close! Your team has been working hard on proposals and is excited to go to the table on Thursday, March 5, 2020. We will start at 10:00 a.m. in the Pavilion Conference Room on the 4th floor down the hall from administration. We encourage people to come say some words of encouragement to the team at 9:30 a.m. We would love to line the halls with well-wishers. Remember strength is in numbers! Please commit to showing your support for the team. Each person there shows the PMMC administration team that the nurses are engaged and are paying attention to the negotiations. If you’re working, try to plan your break around that time or support one of your co-workers to go at that time.
Oregon Nurses Association  
18765 SW Boones Ferry Road Suite 200  
Tualatin OR 97062  
1-800-634-3552 within Oregon  
www.OregonRN.org

Future Negotiation Dates

Unfortunately, besides Mach 5 and March 6, the only other dates PMMC is available to meet with our negotiation team are the following:

- Wednesday, April 22
- Thursday, May 14
- Thursday, May 28

What does that mean for us? We need to stay vigilant and be sure to make our needs known and stay active. Your negotiation team will have activities planned to stay in touch with the bargaining unit during that time frame. One of the things you can do to help with this is to sign up for the texting service your team will be using to stay in touch. It is a simple process; on your mobile device send a text to 797979 with the following message: EZPMMCONA.

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org

The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion. Registration is open through May 1, 2020.

www.OregonRN.org