Our First Contract Training and PNMC Holiday Party!

On Dec. 5, ONA and Providence Newberg Medical Center (PNMC) administration hosted a contract training for nurses. Holding this training was an agreement that was made during bargaining. We went over several different contract questions that have come up over the last few months. We then advised managers and front line nurses on how to find out the answers to these questions in the collective bargaining agreement (CBA).

Some of the topics included, but were not limited to: Special Incentive Pay (SIP); holiday pay; weekend scheduling; per diem scheduling; education time; and the grievance procedure.

Per your contract, this is a paid training. PNMC has committed to do more of these trainings, so please come to the next one!

After the training was over, we went to La Sierra Mexican Restaurant in Dundee for our first annual holiday party. We socialized and discussed current issues around the hospital. The officers were gifted with coffee gift cards and chocolate to recognize the hard work they do and their ongoing dedication. We enjoyed appetizers and had plenty of laughs.

Thank you to all who joined in the celebration!

Per Diem Scheduling

Starting Jan. 1, 2017, the per diems will have new scheduling rules to follow. The 2017 contract language that applies is:

Article 2 A 10 b- “From January 1, 2017 through December 31, 2017, a per diem nurse must be available for at least four (4) open shifts during each six week schedule period; the four available shifts must include any one of the following:
Per Diem Scheduling (continued from page 1)

weekend, evening, night, holiday, and/or standby or on-call shifts as assigned by the Medical Center, if those shifts are regularly scheduled in the unit where the nurse is to be assigned; If a unit manager/scheduler is unable to identify a list of holes (or gaps or open shifts) in the schedule, each per diem nurse will still submit at least four shifts for which he/she is available;”

This language can be found on page 3 of the ONA/PNMC contract.

If you have any questions, please do not hesitate to contact one of your officers or your labor representative, Jocelyn Pitman.

2017 ONA Statewide Elections: Nominations Open

By deciding to run for an ONA statewide elected position, you make a choice to invest in your future and the future of nursing. Whether serving on a committee, cabinet, or the board, ONA leaders have the capacity to influence public policy, professional nursing standards and the advancement of the association. In a leadership position, you will help ONA and the nursing profession remain strong.

January 20, 2017 is the deadline to self-announce candidacy for the statewide ONA elections.

To see all of the open leadership positions, visit the ONA website at www.OregonRN.org.

If you are interested in running for one of the open leadership positions, please complete the Talent Bank & Consent to Serve Form on the ONA website.

For more information, please contact Kathy Gannett at 503-293-0011 or 800-634-3552 ext. 309.

SAVE THE DATE: 2017 ONA NURSE LOBBY DAY

February 14, 2017 • Salem, OR

ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and meet with your legislators.

Hundreds of nurses will rally at the Oregon State Capitol in Salem on Tuesday, Feb.14, 2017 to advocate for our patients and advance Oregon nurses’ practice. It’s vital that we have nurses represented in the key decisions that are made about our priorities and key bills that will come up in the 2017 session.

Early registration for ONA members is now open.

Visit www.OregonRN.org for more information and registration.
ONA at Providence Newberg Medical Center

NOMINATION and Consent to Run and Serve Form

The nomination form for the ONA/PNMC staffing committee is below. You must be a member in good standing in order to nominate or to serve. If possible, please get the signature of each nurse that you nominate to indicate their acceptance of the nomination and consent to serve in the nominated position. If not possible, we will confirm directly.

Return completed forms to:
Jocelyn Pitman, ONA labor relations representative, pitman@oregonrn.org or fax to: 503-293-0013

DUE by Jan. 19, 2017 at 4 p.m.

STAFFING COMMITTEE (five open positions):

<table>
<thead>
<tr>
<th>Position</th>
<th>Name of Nominee</th>
<th>Signature of Nominee (Signifying consent to run and serve if elected)</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Room</td>
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<td>Family Birth</td>
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<td>Surgical Services</td>
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</tbody>
</table>

Please include your contact information below.
ONA will use this information to update its own records and track who has submitted nominations.

Name: ___________________________________________  Email: ________________________________

Address: ________________________________________________________________

Home Phone#: ___________________________  Work Phone#: ___________________________
Oregon’s Hospital Nurse Staffing Law and its rules are now clear, yet some hospital administrators are misinterpreting the law. In fact, some hospitals may be trying to use the law to change nurses’ schedules. It is important to remember that a hospital cannot unilaterally change nurses’ work schedules except through bargaining.

Attempts to change nurses’ schedules based on a misinterpretation of Oregon’s Nurse Staffing Law are not productive and contribute to frustration, decreased morale and a lack of trust between nursing staff and hospital administrators. Knowing your rights under the law allows you to challenge incorrect assumptions and improve your workplace.

The Nurse Staffing Law and Call Schedules

In hospital units where mandatory call is typical, some nurses choose to work schedules that include a regular shift plus a call shift within the same 24-hour period. This allows nurses to manage their work-life balance and prevents them from working one day on, one day off rotations. These schedules can also ensure nurses aren’t required to take call on their day off.

Unfortunately, some hospitals are interpreting the law and its rules—particularly nurses’ right to a 10-hour rest period after working 12 hours—as a threat to consistent scheduling on these units. For this reason some hospitals are considering—and in some cases threatening—to unilaterally eliminate these elective work schedules. These hospitals’ interpretations of this issue are flawed in that they fail to consider the history of nurses choosing to work these schedules.

The law prohibits hospitals from forcing nurses to work hours that may be unsafe for patients and nurses. However, historic schedules that work well for nurses and their facilities can continue under the new law, provided nurses voluntarily choose those schedules.

Oregon’s Hospital Nurse Staffing Law and its rules allow a nurse to work more than 12 hours in a 24-hour period—including call time—if the nurse volunteers to do so. And hospitals must bargain with nurses before changing nurses’ schedules.

The Nurse Staffing Law and Overtime

Another issue that has been misinterpreted at some hospitals affects overtime. When a nurse works more than 12 hours in a 24-hour period, the staffing law states the nurse is entitled to a 10-hour rest period. While ONA encourages nurses to take this rest period, nurses can choose to voluntarily waive their rest period and continue working.

When a nurse chooses to take their rest period, it is the hospital’s responsibility to provide appropriate staff to cover the rest period.

In each facility, unit-based and hospital-wide staffing committees should work to develop scheduling practices that comply with the law, support nurses’ rights to adequate rest breaks and ensure the hospital can staff the unit appropriately.

If you have questions about Oregon’s Hospital Nurse Staffing Law and how it works in your facility, please contact the direct-care nurses on your staffing committee or contact ONA by phone at 503-293-0011 or email practice@oregonrn.org.

You can also visit www.OregonNurseStaffingLaw.org for more information.