Escalating EIT/STD Problems Directly to HR

by ONA Staff

Dealing with Providence vendor Sedgwick for extended illness time (EIT) / short term disability (STD) issue remains a frustrating experience. In recognition of those problems, Providence Portland Medical Center (PPMC) human resources (HR) is advising nurses with EIT/STD issues to contact their department’s local HR business partner directly.

To determine the correct local HR business partner, please consult the below chart that was furnished by PPMC HR:

Patti Langdon;
Patti.Langdon@providence.org

- Critical Care Services
- Mental Health Adult
- Emergency Services
- Surgical Services
- Short Stay Unit
- PACU
- Cardiovascular Lab
- Endoscopy
- Care Management

Debbie Avakian:
Deborah.avakian@providence.org

- 2G Cardiology
- 2R Respiratory Cardiology
- NICU
- 5R Medical Surgical
- 5K Med Surg Telemetry
- 4L Med Surg
- 4Th Floor Surgical Unit
- 8S Neurosurgery
- 7N Oncology
- 7S Surgical Oncology
- Perinatal Special Care Unit
- 8N Orthopedics
- ET And Wound Care
- 5G Diabetes Renal Unit
- Mother Baby Unit
- 4K IP Rehab
- Maternity Services (L&D)
- Outpatient Transfusion
- IV Therapy
- Hemodialysis
- Hyperbaric Medicine
- Nursing Float Pool

If you do not receive a reply within a reasonable amount of time or HR makes a determination which you believe violates the contract, please contact your unit steward to escalate the dispute.

Monthly ONA Membership meetings are the second Wednesday of each month from 6 - 8 p.m. in HCC8

Upcoming Meetings:
- Wednesday, March 11 6 - 8 p.m. (HCC8)
- Wednesday, April 8 6 – 8 p.m. (HCC8)
ONA PPMC Officers Proud to Announce Publication of PPMC Steward List

by ONA Staff

Stewards are the lifeblood of the Oregon Nurses Association (ONA) and conduct several important duties with and on behalf of their co-workers. In addition to representing co-workers during investigatory meetings and grievance hearings, stewards form the critical communication network across the hospital informing co-workers about changes to working conditions, taking action to support safe patient care and escalating unit issues to ONA officers and staff where appropriate.

To identify your unit steward(s), click here or visit your bargaining unit web page www.oregonrn.org/81.

If you are interested in becoming a steward, please contact an ONA PPMC officer or your ONA Organizer Gabriel Erbs at Erbs@OregonRN.org or call 503-293-0011 ext. 1374.

Keep Certifications and License Up to Date!

By Sabra Bederka, RN, ONA/PPMC Bargaining Unit Chair

A quick reminder that it is your professional responsibility to maintain your CPR certifications and nursing license and not let them lapse – even by a day – even if the expiration falls on a day that you are not on the schedule. If required certifications or license(s) lapse, then PPMC may remove you from the schedule without pay and/or impose a discipline up to and including loss of clinical ladder pay or termination for multiple instances.

Also, do not wait until the last minute to renew these as sometimes life/weather/technical difficulties get in the way, causing the renewal to be delayed until after the expiration. Click here to view the instructions to renew CPR certifications, this is also posted on the ONA boards in all the unit break rooms. The Oregon State Board of Nursing (OSBN) sends the renewal instructions directly to your homes. Thank you for staying current!

Meet Gabriel Erbs, ONA’s Newest ONA Organizer at PPMC

by ONA Staff

We are excited to announce that ONA PPMC RNs will be working closely with new ONA Organizer Gabriel Erbs to strengthen our steward structure and build more power at the hospital.

Gabriel was previously a labor representative for the Oregon Federation of Nurses and Health Professionals, and additionally worked for SEIU 503 as a Representative and internal organizer. He grew up in Portland in a labor union family and is very excited to work alongside ONA members and stewards at PPMC. He can be reached at Erbs@OregonRN.org or by phone 503-293-0011 ext. 1374.
You’re Invited: Providence Leaders Summit at the 2020 ONA Convention

by ONA Staff

Please be aware that all ONA Providence leaders who are nominated and registered for the ONA Convention and House of Delegates are additionally invited to the Providence Leaders Summit, which will occur during the ONA Convention.

During the Providence Leaders Summit, we will discuss next steps to organize around our worksite issues across hospitals and build power to raise standards across the Providence system, where ONA represents more than 4,000 RNs across the state.

Specific details to come. For questions, please contact ONA Organizer Gabriel Erbs by email at Erbs@OregonRN.org.

ONA Staff Nurses and Care Managers Won’t Accept Unsafe Staffing

by ONA Staff

RN Care Managers were disappointed to hear management say short staffing does constitute a safety issue at PPMC. With registered nurse care managers (RNCM) staffing under matrix for 80 percent of shifts October 2019 – January 2020, RNCMs made the collective decision to escalate our fight for safe patient care and manageable workloads. Our patients deserve timely discharges, shorter hospital stays and all the community resources they need to heal and avoid re-admittance to PPMC.

RNCMs reached out to ONA bedside nurse leaders to move a petition calling on PPMC management to address the unsafe effects of RNCM short staffing by adding much-needed staff. Over 20 staff nurses agreed to serve as Petition Captains on their units within a span of four days. And it’s not just nurses who are taking a stand. Already, over 30 hospitalists, healthcare professionals and even some supervisors, have signed on to our call for safe staffing in Care Management.

If you haven’t yet signed the petition, please reach out to your unit steward(s), ONA Officers or the Care Manager assigned to your unit, where applicable. Solidarity with ONA Care Managers!

2020 Staffing Committee Meetings at PPMC

The staffing committee meets every other month on the fourth Monday of the month from 7 - 11 a.m. in the Cancer Center conference rooms A/B. All nurses are welcome to attend as observers.

2020 Meeting Schedule

Monday, March 23, 7 - 11 a.m. (Cancer Center conference rooms A/B)
Monday, March 30, 7 - 11 a.m. (Cancer Center conference rooms A/B)
Monday, April 27, 7 a.m. – 3 p.m. (Cancer Center conference rooms C/D)
Monday, May 18, 7 - 11 a.m. (location TBD)
Monday, July 27, 7 - 11 a.m. (Cancer Center conference rooms C/D)
Monday, Sept. 28, 7 - 11 a.m. (Cancer Center conference rooms C/D)
Monday, Nov. 23, 7 - 11 a.m. (Cancer Center conference rooms C/D)
March 31 Deadline Missed Shift Differentials Audit Fast Approaching

by ONA Staff

In early January, ONA settled a grievance with PPMC regarding loss of shift differential when a nurse went home early on Low Census. Click here to view a copy of the letter.

In order to settle this grievance, we agreed to a deadline for submitting the prior pay cycle timecard correction forms. This deadline only applies to the old missed differentials, not anything that is current.

Click here for the step-by-step process to do your audit. You have until Tuesday, March 31, 2020 to turn in these correction forms, after that time, they will NOT be honored.

National Certification Differential and Reimbursement Process

By Sabra Bederka, RN, ONA/PPMC
Bargaining Unit Chair

Are you thinking of getting your National Certification in your specialty? Great idea! Nurses who obtain their National Certification are eligible for a $2.25/hour differential & PPMC will reimburse the test fee and/or renewal fee.

Separately, National Verification is now required for clinical ladder participants seeking their Continuous Expert designation.

Already obtained National Certification? Hooray to you! The hard part is over, but you are not quite done yet! To obtain the $2.25/hour, follow the below steps:

Log in to HRPortal (home or work) – this must be from Internet Explorer

Click on “Resources”

Click on “Forms”

Click on “Browse Services”

Click the box “Certification for Pay”

Fill out the form and attach proof of certification.

Note this proof must be the actual certificate that has the expiration date printed on it – while you need to type the expiration date in the computer, you still need the certificate that officially shows it. Now you are done!

Please click here for a visual reference of this process and to review screenshots with additional information.

Per the contract, HR will begin paying the differential on the first full pay period following their receipt of your submission. This language is in Appendix C of the contract, please read it! Additionally, review your paycheck to ensure the differential is included as line item CERT – give it one or two checks to make sure. If it is not there, please follow-up through HRPortal to ensure that it was processed properly. This is time sensitive, especially for renewals.

Would you also like to get reimbursed for the test fee or renewal fee? (Hint: Yes, is the right answer!) Submit a copy of the certificate and the receipt to Amber Blume in the scheduling department and she will process it for you. Email it to her at Amber.Blume@providence.org and always CC your own email for record-keeping purposes. Again, give this a couple weeks to show up on your check.

And congratulations again!
How to Sign Up for BLS, ACLS, PALS and NRP

By Sabra Bederka, RN, ONA/PPMC
Bargaining Unit Chair

The following steps guide you through the process of signing up for required certifications. The classes are offered through Cascade Training and take place at multiple locations around the Portland Metro area. These are no longer offered at the PPMC campus. Note: Ensure that you sign up for the classes prior to the education cut-off date in Kronos. If you sign up for the class after this date, you can still attend but you will need to do so on one of your regular days off. Providence will nevertheless pay for the course itself.

From the Providence intranet home page:
1. Hover over "Departments" and click the blue hyperlink for "Nursing"
2. Scroll down this page until you get to the list of Nursing Facilities on the left and click "Providence Portland Nursing"

3. On the left side of this page, scroll down and then click on "BLS, ACLS, NRP & PALS"
4. On this page, you will find the code to use to register for your class(es). It is PPMC Nursing. Use this code to "pay" for the course.
5. Also on this page is the link to take you to register for the class(es) you need. "Register here for ACLS, BLS, PALS, & NRP classes through Cascade Training Center." Click it, it takes you to the web page where you can register, simply follow the directions.
6. Also on this page is the link with instructions to upload these credentials to your EverCheck Wallet. Upon completion of your course, make sure to upload your card for proof of completion.

Click here to review screenshots of this step-by-step process.

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.

**Featured Topics**
- Keynote: Healthcare Equity
- Oregon’s Hospital Nurse Staffing Law
- Supporting Individuals Experiencing Homelessness
- Caring for the Queer Community
- How to Win Organizing and Contract Campaigns
- Importance of SANEs in Response to Sexual Assault
- Developing Cultural Humility
- and more!

**Continuing Education**
Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.
Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

**Registration and Fees**
Registration is open through May 1, 2020.

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<th>ONA Member</th>
<th>Non-Member</th>
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Register today at www.OregonRN.org