We are pleased to announce that the grievance we filed on Aug. 27, 2019 regarding the lack of charge nurses has been settled! The grievance description stated:

“Phone advice nurses are being assigned charge nurse duties without additional compensation. Supervisors and other management staff are assuming the charge nurse role while delegating the duties to phone advice nurses. These duties include but are not limited to: handling last minute staffing needs, monitoring the queue, answering intake RVU questions, changing RVU status on calls, marking sick calls/absences, rearranging daily staff, recording lunches and breaks for remote workers, handling secure chat/paging issues, and handling provider complaints.

Currently there are no bargaining unit charge nurses in the Prov RN unit, yet the contract strongly supports having bargaining unit nurses perform charge nurse work.”

The contract violations were:
- Articles 2 A.3 & 19 B
- Appendix A, Section C
- MOU-Charge Nurses

The remedy sought was:

“Post charge nurse positions internally per Article 19 B and hire a charge nurse for all shifts-days, evenings and nights.
Compensate all staff nurses whom have performed charge nurse work the $3 per hour differential.”

It turns out that more often than not, nurses performing charge nurse duties were paid the relief charge differential. What was most important to the ONA nurse leaders was having charge nurse positions posted and filled. There was some delay in the process due to COVID-19, but the positions were posted and filled in recent months.

Please take a moment to congratulate our two new charge nurses, Dawn Bryan and Malanna Fett!

**Why did you step up to become a charge nurse?**

Dawn Bryan:
“I am excited to help lead my teammates at ProvRN to glory.”

Malanna Fett:
“I enjoy working at ProvRN and see the value in having consistent charge nurses. I hope to help our work environment feel even more consistent and fair.”

In addition, two other charge nurse positions were posted internally. Please take the time to show your appreciation to Ann Kirby, Amy Barrett, Marianna Sorensen (HR), Adia Harvey, Heidi Burns, Dawn Bryan, Evonne Nielsen and Sharen Gray for all your help in settling this case!
Heidi Burns has decided to run for membership chair! What does the membership chair do? Per the ONA/ProvRN bylaws, these are the duties:

6.2.5.5 MEMBERSHIP CHAIR

6.2.5.5.1 Conduct and supervise the affairs of the Membership Committee in accordance with these Bylaws;

6.2.5.5.2 Ensures that all new hires are contacted in a timely fashion to discuss membership in the ProvRN and the ONA, ensures new hires are provided with a copy of the collective bargaining agreement, these Bylaws, a ONA membership application and to ensure that the new hires are introduced to the new hires’ unit steward;

6.2.5.5.3 Strive to increase the membership of the bargaining unit

6.2.5.5.4 Maintain a group of activists who are members in good standing and who are willing to perform duties at the request of the Executive Committee or ONA. The goal should be to get at least one activist in each unit at the hospital;

6.2.5.5.5 Ensure that the activists receive training in organizing; and

6.2.5.5.6 Ensure that membership records accurately reflect who are: a) members in good standing; b) members in bad standing; c) fair-share members; d) bona-fide religious objectors; e) new hires who are potential new members; and f) non-members. The Membership Chair will ensure that the list is updated on an annual basis and before every vote of the bargaining unit.

The membership chair is paid for 30 minutes to meet with new hires to discuss membership. During this time of COVID-19, these meetings can be held virtually.

We also have a vacancy for the Secretary/Treasurer position. The duties can be viewed in our bylaws here. Or go to www.OregonRN.org/611 and follow link.

If you are interested in running as the Membership Chair or the Secretary/Treasurer, please notify us at Pitman@OregonRN.org by Nov. 15, 2020.

Stay Tuned

We have been attempting to get a reasonable agreement for basic COVID-19 and pay protections since April 2020, to no avail.

Please stay tuned for information about a unity break! One of your ONA nurse leaders will be in touch with you soon with details!

Resilience Nurse Program

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention.

Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients.

Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA’s Resilience and Nurse Suicide Prevention Resource site provides information and tools to:

- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need.

Nurses, you are not alone. Help is available. Learn more here.