In September, we filed an Association grievance to address the unequal distribution of Critical Need Night Shifts and the lack of transparency around the scheduling process. This issue had been raised with management several times in the past but to little avail. While our contract calls for an equal distribution of Critical Need Night Shifts, such shifts were being distributed very unequally with no transparency as to the process.

After filing our grievance, we were able to meet with Manager Amy Barrett and Director Ann Kirby to present our case and work toward resolution. On November 4, we reached a resolution on the Critical Needs Night Shift Grievance that ensures a fair distribution of Critical Need Night Shifts following the language of the contract. The resolution also provides greater transparency around the process. See the full resolution below.

Critical Needs Night Shift Grievance Settlement

- All open shifts will be communicated to Per Diem and FTE RNs at the same time on the draft schedule due to tight turnaround times for posting schedules.
- We will continue the practice of assigning shifts other than critical night shifts to per diem staff first based on their availability with FTE staff to follow.
- All open night shifts on the draft schedule will be considered Critical Need Night Shifts and will be made available to Per Diem and FTE nurses at the same time according to contract language. Seniority will be used as the “tie-breaker” for distribution of Critical Need Night Shifts where two requests are otherwise equal.
- Given the following contact language, it is possible that Per Diem nurses will be assigned to more Critical Need Night Shifts than FTE nurses.
  - Article 10, E 6 “Critical Need Night Shift trades may not be approved if they generate overtime, other premium pay or other unfilled shifts.”
  - Article 10, E10, b 3 “Nurses who wish to be removed from another scheduled shift to work a critical need night shift will be considered last and will only be granted at the discretion of the Manager.”
- It should be noted that simply looking at the number of Critical Need Night Shifts assigned to Per Diem or FTE RNs does not indicate whether contract language has been followed. Accordingly, nurses who request a Critical Need Night Shift but are denied will receive a short note of explanation along with the denial.
- The above changes related to how Critical Need Night Shifts will be assigned will start with the February 2022 schedule. Schedules are already posted through January 2022. This process used for awarding Critical Need Night Shifts will be clearly articulated in writing and provided to all nurses.
Unsafe Staffing at ProvRN

Several of you have recently reported concerns of unsafe staffing at ProvRN. Understaffing has resulted in long call back times, high call abandonment rates, and low quality of care for our patients. As your ONA representatives, we have been advocating with management for better staffing. We have used both the Staffing Committee and ONA Task Force meetings to propose short and long term solutions to the staffing issues that exist within ProvRN. We have been engaged in these conversations for months but received little traction to make meaningful improvements. At our most recent meeting to address staffing concerns, our director, Ann Kirby, failed to attend the meeting and did not explain her absence.

We have proposed additional staffing incentives akin to those currently offered in hospitals (an additional $500 for each 12-hour incentive shift in addition to overtime and regular incentive shift differential) to help encourage existing RNs to pick up shifts and shore up our staffing. This incentivization has helped to close staffing gaps in severely understaffed hospitals. Meanwhile, management at ProvRN has refused to offer similar incentives to reduce understaffing at the Advice Line. We have argued for a comprehensive reevaluation of our staffing model to center high quality patient care. While we continue to work on these solutions, we all need to come together to document the unsafe staffing we experience. We need to make the issue highly visible to our management.

We ask that you complete a Staffing Request and Documentation Form (SRDF) for each shift you work that is, in your professional judgment, understaffed. Upon completing the form, you will receive an emailed copy that should be forwarded to our manager Amy Barrett with a request for additional staff and timeline for response.

Our contract protects nurses who raise staffing concerns from retaliation:

"Nurses are encouraged to raise any staffing concerns, without fear of retaliation. For specific staffing concerns, a nurse should first address that concern with his or her manager, who will reply to the nurse either verbally or in writing. If the nurse still has a staffing concern, he or she may address that concern in writing, to the Service Center Director. If the nurse still has a staffing concern, he or she should present that concern in writing to the Staffing Committee."

If we all speak up, we can make this a problem that management cannot ignore. Please make it a practice to complete the SRDF and escalate your concern to Amy and beyond.

Bookmark the SRDF link: https://forms.gle/MZb8bLAu1P2JEPn79

Coffee Meet Ups with ONA Officers

Your ONA officers want to connect! Each officer has designated some time to meet up at coffee shops to connect around issues at ProvRN and the collective progress we can make through our union.

Adia Harvey—Chair
Adia is on PTO November 6-21 but is eager to meet up after the Thanksgiving holiday. Call or text Adia (602-549-7791) to set up a morning or early afternoon to meet up!

Heidi Sweeney—Membership Chair & Staffing Committee
Sunday, November 14, 1400-1630 at Ava Roasteria or Thursday, November 18, 1300-1530 at The Edge. You can also text Heidi (503-961-5213) to arrange another date or time.

Dawn Bryan—Secretary/Treasurer & Staffing Committee
Dawn will be available Tuesday, November 16, or Wednesday, December 1. Call or text Dawn (503-936-6718) to arrange an ideal time and place.
Their Fight is Our Fight!

OFNHP is out on strike at Kaiser Permanente facilities as a direct result of management refusing to negotiate in good faith around patient safety and staffing issues. The primary issues relate to lack of adequate staffing, which has reached crisis levels at Kaiser and (as ONA members know) in other healthcare settings across the state.

Instead of presenting proposals to solve the staffing crisis, Kaiser executives have offered low wages and a “two-tiered” system that would mean new workers would make much less than their colleagues.

This would accelerate the ongoing staffing crisis, ensuring dangerous conditions in hospitals and clinics around Oregon.

OFNHP’s fight is our fight.

Find out more at OregonRN.org/ONAwithOFNHP

How You Can Help

1. Donate to the strike fund. Use the QR code or go to gofund.me/a0824fb1

2. Contact your ONA labor rep to find out more about ONA’s “Mutual Aid Committees” that will help provide essential support to our colleagues at OFNHP.

3. Share your support using the hashtag below on social media.

#ONAwithOFNHP