We reached a resolution to the rest and meal breaks grievance we filed last October! The Memorandum of Understanding (MOU) we signed is the result of our comprehensive approach to showing administration the need we have for appropriate break coverage. Thanks to all the nurses who signed our petition, came to meetings with Providence Willamette Falls Medical Center (PWF) administration, and wore the UnicoRN button, we were able to show our solidarity and achieve our goal! Our meetings were collegial and collaborative, and our shared goals kept us all on the high road to victory.

Here are some highlights of the MOU:

**Unassigned Nurse for Break Coverage** - The hospital has agreed to provide a nurse who does not have a patient assignment to cover rest and meal breaks in the resolution of this grievance. This is the greatest win from this agreement and is what we originally asked for. The nurses in the units named in the grievance—MedSurg, ICU, CAPU, BirthPlace, and Emergency—all experienced not being able to get their breaks through using the buddy system. By providing a break nurse who does not have a patient assignment, the hospital is fulfilling their promise to uphold safety for our patients and commitment to making sure we get our breaks.

**Sign Up for Breaks** - The MOU requires that nurses sign up for rest and meal breaks. This can be an organic and realistic process for unit practice and workflow. Ultimately, if we don't plan on taking our breaks, they end up as an afterthought and get missed. When we plan for them, we work them into our workflow and have fewer missed breaks. Management is committed to making sure we are getting our breaks, and the best way to start is to plan on taking them and setting goals that include specific times. This also makes it clear to Management that when we miss our breaks, there was a specific reason (patient workload, workflow, unexpected patient change, etc) and not that we didn't take our break because we didn't take the time to plan for it. Work with your charge nurses to plan ahead and sign up for breaks!

**Float Pool Roll Out** - Several of the Float Pool nurses have finished orientation and all of them will be done by the end of August. These nurses have already shown they are readily available to help with all sorts of clinical and patient situations, including the provision of breaks. Breaks in the ICU and PACU units, where there are often only two nurses, are a priority for the Float Pool RNs. We are grateful this resource we asked for in the last contract negotiations is finally happening!

**Combining Breaks** - Current unit practices of combining two 15-minute breaks and/or combining a 15- with your 30-minute lunch is still acceptable (current contract language does not reflect past practice)
Rest and Meal Breaks Grievance Resolution

and we will be addressing this in negotiations coming up). Please work with your charge nurse to plan out when you want to combine breaks.

As we move forward with these changes, the culture change is our biggest challenge. With the provision of a nurse for rest and meal breaks, we need to ensure we are using this resource we have fought for. Please ask your executive team members, charge nurses, and managers how you can help this process move ahead, and please share any concerns as well. We are thrilled to be moving forward with this monumental agreement and commitment to taking our breaks!

---

Perioperative and Charge Nurse Meetings

The ONA/PWF executive team held two meetings this month—one for the charge nurses across units, and one for all of the perioperative nurses. Both meetings aimed at gathering a better understanding of how we can have a stronger contract to meet the needs of both groups. It’s was a great opportunity for the executive team to learn about challenges we have at PWF and support our nurses as we move into negotiations this year. If you wanted to participate in either of these meetings and was not able to, please email your input and ideas to our labor representative, Karly Edwards.

Nurses Week Buttons

If you did not get a personalized button for Nurses Week, please email or text Virginia—she will get a goodie to you! virginiadsmithrn@gmail.com 503-312-7809

---

ONA Meetings are Off the Clock

If you choose to attend an ONA meeting, it is on your own time (not on the clock), even if it is onsite at the hospital. Coming to ONA meetings is a vital part of giving us your feedback on issues that are important to you, and there are lots of options for participating: email, phone in, or attending in person. Please let us know what you want us to fight for!

Core Charge Role Update

PWF will be posting and filling the current core charge nurse positions. Nurses were wondering about the future of the role as core charge nurse positions in several units have remained open, some for over a year. Additionally, past hospital practice of requiring specialty certification and ACLS for the core charge role will be observed, even though both are no longer a requirement per the Providence job description for the core charge role. This will allow for core charge nurses to continue to demonstrate expertise and excellence in their role, and be able to claim reimbursement for the cost of getting certified and taking ACLS.

---

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor. An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today! www.OregonRN.org/NLI

---

Now On Sale!

ONA GEAR SHOP

Unicorn Nurses T-shirt

www.OregonRNgear.org

ONE WEEK LEFT FOR SURVEY

FOLLOW THIS LINK

or go to https://www.surveymonkey.com/r/PWF-PreNegotiation-2018

BE A PART OF THE PROCESS, HAVE YOUR VOICE HEARD!

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org