

Sept. 27, 2018

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Executive Committee

Chair

Fred Katz, RN
3 Tower

Vice-Chair

Reanna Zellitti
Nursing Resource Team

Secretary

Tonsina Wells, RN
Nursing Resource Team

Treasurer

Toni Asher, RN

Unit Steward Chair

Vacant

Grievance Chair

Rob Campbell, RN
Endoscopy (Endo)

Communication, Newsletter

David Baca, RN
Emergency

Member-at-Large

Vacant

Membership Co-Chairs

Monica Evangelisti, RN
4 Tower

PNCC Chair

Rob Campbell

Susan Bruce, RN ONA Labor Relations Representative

541-261-8359
bruce@oregonRN.org

Oregon Nurses Association

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



It's Time for ONA Officer Elections!

In years past, we have heard frequently at the elections, "I don't know any of these people."

This year we are asking that those who are willing to self-nominate for executive positions include a brief paragraph about why they have an interest in the position. This information will be shared with the bargaining unit before the elections so that everyone has an opportunity to talk to the candidates if they choose.

Positions open for this election are:

- Chairperson
- Treasurer
- Secretary
- Membership Co-Chair (one position available)

We will also have two changes to the bylaws this year that we would like to bring before you:

1. To create a membership sub-committee which would include eight total members, two each from all areas of RMCC.

- Procedural – Cath Lab, Surgery,

ENDO, PACU/PAH

- Critical Care – ICU, IMCU, CCU, ED
- L&D – Family Birth, Maternal Child, NICU, Special Care Nursery
- Med Surg/Tower Units

Members would alternate attendance to the Executive Council meeting and have separate meetings in coordination with the membership Chair and Co-Chair(s) in order to proactively engage in disseminating information and cooperatively work with members for greater overall participation.

2. To create a Union Activist Memorial Scholarship.

Every day, we work to bring patients the best care possible, and we do it together. As a union of professionals, it is our responsibility to nurture and develop the nurses of the future in our community and a great new opportunity has arrived to do just that.

The Asante Rogue Regional Medical Center (ARRMC) Bargaining Unit of the Oregon Nurses Association and

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It's Time for ONA Officer Elections! (continued from page 1)

the Asante Foundation are proud to announce the creation of the ARRCM Union Activist Scholarship! This scholarship honors the memory of nurses who represented the best of organized labor and worked diligently to improve the lives of their fellow nurses through their activism and commitment to collective bargaining.

In the upcoming bargaining unit election, you will have the opportunity to vote on a proposal to contribute \$5,000.00 of bargaining unit funds to seed this scholarship, and the Asante Foundation has graciously agreed to make a financial contribution to this great cause and administer the scholarship. For the scholarship to be fully funded and self-sustaining, we will need to get to

\$20,000.00 in total contributions. If nearly all of our some 900 nurses stepped up and contributed \$1.00 per pay period via payroll deduction, we would easily hit the funding goal in one year. Depending on funding levels, we intend to award at least \$500.00 annually to a deserving nursing student and potential future colleague.

If the proposal passes, and we hope it does, we will make sure everyone knows how to contribute in the months ahead. If we work together, we will have this funded in no time! We make a difference in the lives of others on a daily basis. It's time to take that to the next level and ensure that the future is bright for deserving students who will someday serve at our side!

Changes to Asante RRMC Policies

Our ONA leaders met with hospital administrative leaders on Sept. 7, 2018 to bargain some recent changes to hospital policies that affect nurses' working conditions as supported by our contract.

Those issues included changes to the report timeframe from standby for the surgery department, changes to the fit for duty policy, and changes to the preferred certification policies.

Effective May 31, 2018, the hospital made unilateral changes to the **standby report requirement for the surgery department**, which allowed for only 15 minutes from call to door for the nurses in the surgery department. The only available previous version of the policy indicated a 30 minutes response time; however, the practice over the past few years, as substantiated by staff members, has been 20 minutes. After discussions including ensuring that the Trauma Level 2 requirements are met, we reached agreement that the policy will indicate a 20 minute response time from call to door requirement. The actual policy language is in the process of correction and will be distributed after review and approval.

Changes to the **fit for duty policy** were also initiated in February of this year. Those changes included new language around risk. The hospital has implemented a new algorithm system that highlights unusual pharmacological issues for additional review. The hospital has created a team including personnel from HR, pharmacy, and risk management, who review that information and make a decision as to the next steps for action. These actions may include a mandatory fit for duty test, including current impairment, urine drug screen, and suspension without pay for the investigatory period. If the staff member is cleared of all concerns, the time on suspension will be paid retroactively.

The hospital also proposed changing the **preferred certification policy** to a procedure. The rationale for the change is that the policy actually described the procedure. The hospital has proposed posting preferred certifications as part of the job description only, which would limit the possibility of incorrect information being posted in multiple locations.

NOMINATION FORM

Oregon Nurses Association (ONA)/Rogue Regional Medical Center (RRMC)

BARGAINING UNIT 2018 OFFICER ELECTIONS

Please nominate as many candidates as you wish for any office listed below. Nominated candidate must be an ONA member in good standing. If nominating yourself, please sign the consent to serve portion of the form; otherwise, it will be necessary to contact you separately to verify your willingness to run and serve.

Please endeavor to get the nominee's signature so that we know the nurse you nominate is willing to serve if elected.

Please Mail to ONA: 18765 SW Boones Ferry Rd Ste 200, Tualatin OR 97062-8498; fax to ONA: 503.293.0013; or deliver this nomination form to cafeteria mailbox; or email davidbaca_rvd@yahoo.com no later than **Oct. 19, 2018**.

CHAIRPERSON: _____

SECRETARY: _____

TREASURER: _____

MEMBERSHIP COMMITTEE _____

CONSENT TO RUN AND SERVE

If nominated, I consent to run and, if elected, I consent to serve for the following offices (list all that apply): _____

Printed Name *Signature* *Date*

I nominate the following nurse for the following position(s): _____
Below is their signature indicating their willingness to serve if elected.

Printed Name *Signature* *Date*

Don't Miss Important ONA Emails!

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as "not junk" and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren't receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don't miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
3. **Bad Email:** ONA has an incorrect or outdated email on file.
4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don't receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.



Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as "not junk/spam" and add News@OregonRN.org to your safe sender list. (If you need help with adding ONA to your safe sender list, [click here](#) for more information.)
2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.