

NEWSLETTER



Election Results!

Congratulations! The new bylaws and the staffing committee liaison position have been voted into place. Thank you to all who voted!

ONA@RRMC Officers and Stewards

Executive Committee

Chair: Fred Katz, HHH
 Vice Chair: Jennifer Bruce, Medical Surgical
 Secretary: Heather Hicks, ED
 Treasurer: Toni Fraley, 4T
 Grievance Chair: Jay Parish, ED
 Communications Co-Chair: Joseph Sasser, 4T MedSurg
 Communications Co-Chair: Dane Irving, IAMCU
 Communications Committee: Stephanie Reider, Oncology
 Unit Rep Chair: Kofi Aziz Nunes, CVICU
 PNCC Chair: Cody Jones, CCU
 Staffing Committee Co-Chair: Justin McCoy, ICU
 Member at Large: Susy Bermudez, Oncology

Stewards

Meagan Periera RN, NICU
 Kofi Nunes, RN CVICU
 Heather Hicks, RN CDU
 Jay Parish, RN ED
 Jen Bruce, RN 4T
 Melissa Subia, RN Hospice
 Holly Freidman, RN Hospice
 Kevin Roberts, RN ED,
 Joseph Sasser, RN 4T
 Dane Irving, RN IAMCU
 Don Midkiff, RN BHU
 Holly Allen, RN 3T
 Keith Coddington, RN CVICU

Labor Representative

Misha Hernandez
 (503) 293 - 0011 x 1371
Hernandez@OregonRN.org



Stay In Touch!

Join our ONA@RRMC Private Facebook Page

HOUSE-WIDE STAFFING COMMITTEE NURSE REPRESENTATIVE RESULTS:



CCU:

- Primary: Keith Coddington
- Secondary: Kofi Nunes

Cath Lab:

- Primary: Jodie Carey
- Secondary: Shannon Kirk

Surgery/PACU/ENDO/Short Stay

- Primary: Andrew Farina
- Secondary: Sara Lang

BHU/PCU

- Primary: Jennifer Gibson
- Secondary: Abby Kollar

ED

- Primary: Kevin Roberts
- Secondary: Jay Parish

CDU

- Primary: Heather Hicks
- Secondary: McKenzie Wade

NRT

- Primary: Karen Schaeffer
- Secondary: Ashley Foster

Heart Center

- Primary: Fred Katz
- Secondary: Holly Allen

Med Onc

- Primary: Riley McCleskey
- Secodnary: Cassie Gunte

Gen Med

- Primary: Melinda Sandival
- Secondary: Shana Burbank

Infusion/RAD

- Primary: Dara Namanny
- Secodnary: Suzi Layton-Troester

Wound/IP Rehab

- Primary: Nancy Quinn
- Secondary: Angie Chaplin

Post Surg

- Primary: Lindsey Torrez
- Secondary: Tamara Wood

FBC

- Primary: Tatiana Fox
- Secondary: Michelle Cooter

Nuero Ortho

- Primary: Rande Fahndrich
- Secondary: Elana Williams

FNB

- Primary: Briana Darling
- Secondary: Stephanie Valentine

NICU

- Primary: Susan Speaks
- Secondary: Jenny Denn

Peds

- Primary: Elizabeth Ewing
- Secondary: Kari Olson

ICU

- Primary: Maggie Pech
- Secondary: Alisha Foster

IMCU

- Primary: Dane Irvine
- Secondary: Ali Izapana



DON'T GO ALONE! BRING A STEWARD

WEINGARTEN RIGHTS: Do you know your rights?

Weingarten was a U.S. Supreme Court case that gave workers the right to have a steward present in some circumstances "when a supervisor asks for information that could be used as a basis for discipline"

As a represented RN, you should always request a steward if a meeting could lead to discipline. Send an email and cc your ONA labor representative Misha Hernandez at hernandez@oregonrn.org and/or your unit based steward.

"Could this discussion in any way lead to discipline? If so, I respectfully request that my union representative be present."

There may be times when a manager denies a RN's requested Weingarten rights. This may be because the meeting is non disciplinary in nature, or they are trying to deny your rights to representation. Either way you will have the right to insist on a labor rep or steward to be present. If management starts to have a meeting with you without a representative present - you do not have to answer any questions until you have a representative present. You can sit quietly and take notes. Contact your steward or labor representative immediately.

My manager asked to have a meeting with me and I told them I wanted an ONA rep to join me, now what do I do?

Let your labor representative and/or your steward know, and they will help coordinate the meeting time and place

Won't that make things worse?

No, it will not make things worse if you request a steward, in fact it actually make everything go more smoothly. Remember coachings are not disciplines and cannot be used as such. There is more information about progressive discipline and just cause in your contract under Article 16.

INTERESTED IN BECOMING A STEWARD?

INTRODUCTORY STEWARD TRAINING

- Tuesday, Oct. 22: 4-7 p.m.
- Saturday, Dec. 14 9 a.m. - noon

GRIEVANCE TRAINING*

- Tuesday, Sept. 24: 4-7 p.m.
- Saturday, Nov. 9: 9 a.m. - noon

**You must take intro to steward before this class*



Register today!

www.oregonrn.org/steward-training

SAFE STAFFING IS THE LAW

The staffing law was created to protect safe staffing from the financial profit-focused decisions of hospitals. The ratios law piece is in addition much of the already established safe staffing law. It is vital that your rights to provide safe patient care and to be treated fairly and with respect is maintained. Regardless of the stressful environment created by Asante, you have a responsibility to provide quality patient care by virtue of your independent nursing license. That means you need to be extra vigilant during this difficult period. You need to be hypersensitive to fatigue; your own and your colleagues. Stay strong in the face of pressure from administrative agendas.

Currently there are several staffing plans that have been voted on and approved but most of the unit plans have yet to be approved at the house-wide staffing committee. Your staffing plan should include all elements of providing safe patient care, including CNAs, transport, unit secretaries and more. Operational plans are not staffing plans, do not need RN votes to approve them and cannot be enforced by OHA. Do not allow your staffing plans to be stripped and put into operational plans. Yes, techs and CNAs will have their own staffing plan in June 2025. And they will need all the help they can get from unionized workers with extra protections like RNs. Those of you on the staffing committee have protection in the state law and the contract with ONA .

When your assignment or unit is out of the staffing plan guidelines, file an OHA complaint and take care of yourselves and your patients. Your job is to take care of the patients. The financial wellbeing of the hospital is not your job. Patient care and your license should never be compromised so the hospital can make more money. Asante reported over four million dollars in revenue in 2024 quarterly to OHA: bit.ly/4eqBO3s



SCAN

Know your rights and responsibilities and be prepared to stand up for them if necessary. The Oregon Nurse Practice Act requires that you self-assess for any impairment due to fatigue AND refuse to accept any assignment which you are not “adequately prepared” to accept. The act is clear that no RN should accept assignments that you do not have “the knowledge, skill or ability to safely perform.” Send an email activating the chain of command and document what is safe and what is not. Documentation will help protect you from retaliation. Management may push and threaten to discipline but remember that maintaining a nursing license and the safest patient care is far more important than current threats at Asante.



Learn the steps to deny an unsafe assignment here: bit.ly/47AUziC



STAY STRONG!

If you have questions about the staffing law or the nurse practice act please reach out to an ONA nurse practice consultant: Practice@OregonRN.org.



WHEN SHOULD YOU FILE AN OHA COMPLAINT?

- When the hospital submits a staffing plan to the OHA that has not been agreed on by the house-wide staffing committee. Or the committee does not adopt a plan at all by agreement or after binding arbitration. Your old staffing plans remain in effect until changes are voted on and agreed to by the staffing committee.
- When you are asked to take a patient assignment that is out of alignment with your current staffing plan. This includes any nurse-to-patient and CNA ratios that are included in your staffing plan.
- When you miss your meal and rest breaks.
- When you are required to work mandatory overtime.
- When you are a house-wide staffing committee member and you are not released from your hospital duties to attend staffing committee.

DECLINING UNSAFE ASSIGNMENTS

ACTION ITEMS:

1.

Activate the chain of command by contacting the house supervisor and administrator on duty to clearly state that it is not safe to accept any more patients, and provide alternative solutions (i.e. divert, pause non-emergent surgeries, etc.).

2.

File an OHA complaint to report violations of the staffing plan by scanning the QR code or following this link:
www.surveymonkey.com/r/OregonHospitalStaffingComplaint



3.

File an Oregon State Board of Nursing (OSBN) complaint if the nursing supervisor, director, or AOD has not attempted to create a safer environment for nurses upon the concern being elevated to them. To file a complaint scan the QR code or follow this link: www.oregon.gov/osbn/pages/complaint.aspx



4.

Review the contract to determine if there is any contract language around staffing that can be grieved.

WHEN SHOULD YOU FILE AN OHA COMPLAINT?

SAMPLE LANGUAGE TO USE FOR AN EMAIL/LETTER TO SAFELY DECLINE UNSAFE ASSIGNMENTS AND ACTIVATE THE CHAIN OF COMMAND ADDRESSED DIRECTLY TO YOUR NURSE MANAGERS:

New Message

To Tina@nursemanager.com

Subject Unsafe Staffing Assignment

In my assessment of the unit, my abilities, and the requirements I have under the Oregon Nurse Practice Act, professional practice standards, and the policies and protocols of Asante, I do not possess the abilities to accept another pt and remain charge nurse" AND/OR "in my assessment as CN I cannot admit to any of the nurses on the unit because they have full assignments and would be unable to provide quality, safe care if given an additional patient. I am concerned an additional pt will exceed our abilities to monitor per standards, provide timely medication admin and provider updates to changing condition, etc., etc. I will step down from charge to serve the patients I have been assigned.

Send   

New Message

To Jim@nursemanager.com

Subject Escalating Chain of Command

I am escalating this to the chain of command for timely resolution. I recommend offering an incentive to bring staff in; require MDs to round and consider transferring pts, specifically beds 1, 2, 3; Have another RN, perhaps the management, assume CN assignment so I may admit a pt when needed; etc."

Send   

NOMINATIONS

Nominate yourself or your coworkers today using the QR code and link provided! Nominations will be open for 30 days, and the elections will begin mid-October

All positions are two-year terms and meetings are every first Wednesday of the month.

- **Staffing Committee Co-Chair:** Justin McCoy
- **Chair:** Fred Katz
- **Vice Chair:** Jen Bruce
- **Secretary:** Open
- **Treasurer:** Open
- **Communication Chairs (2):** Open
- **Membership Chair:** Meagan Periera
- **Member at Large:** Open
- **Chief Steward/Unit Rep:** Kofi Nunes
- **PNCC Co Chair:** Cody Jones
- **New position:** Staffing Committee Liason

**NOMINATE
TODAY!**



<https://www.surveymonkey.com/r/RRMCnominations>

DESCRIPTIONS OF OPEN POSITIONS

CHAIRPERSON:

- Conduct and supervise the affairs of the ONA/ARRMC in accordance with these Bylaws;
- Serve as an ex-officio member of all ONA/ARRMC committees;
- Appoint special committees and their members with the approval of the EC;
- Fill vacancies that occur on committees with the approval of the EC until the next regular election;
- In conjunction with the Treasurer, disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of ARRCM/ONA, which have been properly incurred as provided herein;
- Enforce these Bylaws and see that all officers perform their respective duties;
- Serve as a representative on the ONA Task Force Committee;
- Serve as a member of the Negotiating Committee;
- In conjunction with the Secretary and Membership Chair, confirm that nominees are members in good standing and are willing to serve;
- Provide information to the general public as directed by the Executive Committee.

VICE-CHAIR:

- Assist the Chairperson in the discharge of all duties;
- Perform such other duties and render such assistance as may be directed by the Chairperson;
- In case of the Chairperson's absence, the Vice-Chair shall perform the duties of the Chairperson;
- Serve as representative on the ONA Task Force;
- Should the Chairperson's position be vacated, the Vice-Chair shall serve as the Chairperson until the next election.

SECRETARY:

- Send out meeting notices as directed;
- Collect names of nominees for elected positions and construct a ballot for the names submitted and post the ballot in accordance with Article 5.1.6;
- Confirm that the nominees are willing to serve and when there is no Membership Chair, ensure the nominee is in good standing;
- Verify that amendments to the Bylaws are properly submitted;
- Record, maintain and archive minutes for all Executive Committee Meetings;
- Sit on the Elections Committee, if not currently running for office;
- Conduct correspondence as directed by the Executive Committee.



DESCRIPTIONS OF OPEN POSITIONS ... CONTINUED

TREASURER:

- Has responsibility for the financial affairs of the ARPMC/ONA;
- Make at least a monthly report to the Executive Committee and a quarterly report to the E&GW that includes the assets and liabilities of the ARPMC/ONA;
- Keep itemized records, showing the source of all monies received and spent, and keep records, vouchers, work sheets, books and accounts and all resolutions to verify such report and provide a copy of this information to the E&GW by December 31 of every year. Make books and accounts available for inspection at each regular EC meeting; and
- Call for an annual audit of all financial records.

GRIEVANCE CHAIR:

- Will coordinate the following activities in cooperation with the ONA staff representative:
- Conduct and supervise the affairs of the Grievance Committee in accordance with these Bylaws;
- Oversees the processing and investigation of all grievance complaints filed by B/U members;
- Responsible for securing representation, if requested, for the grievant;
- Report to ONA in a timely fashion all grievance complaints and keep the EC apprised while maintaining member anonymity.

MEMBERSHIP CHAIR:

- Ensures that all new hires are contacted in a timely fashion to discuss the membership in the ARPMC/ONA and the ONA, ensures new hires are provided with a copy of the collective bargaining agreement, these Bylaws, an ONA membership application and to ensure that the new hires are introduced to the new hire's unit steward;
- Ensures 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 that are potential members; and f) non-members. The Membership Chair will ensure that the list is updated on a quarterly basis and before every vote of the B/U.



DESCRIPTIONS OF OPEN POSITIONS ... CONTINUED

STAFFING COMMITTEE LIASON:

- Provide liaison between the Executive Committee and Staffing Committees;
- Provide consultation and guidance to the Executive Committee and the Staffing Committees and Co-Chair regarding staffing committee issues;
- Recruit and support, train staffing committee appointees in partnership with ONA NPC programs and current legislation;
- Ensure the collective bargaining agreement contains appropriate language regarding staffing;
- Coordinate unsafe staffing assessments (SRDFS, OHA reports) with the Staffing Committee Co Chair;
- Coordinate with the ONA appointed Staffing Committee Co-Chair to conduct a yearly election of half of the committee;
- Coordinate with the Executive Committee to fill off-cycle vacancies to the committee; and In event that the Staffing Committee Co Chair selected by the staffing committee is not able to serve on the Executive Committee, the Executive Committee will appoint a bargaining unit member to fill the role as liaison between the staffing committee Co-Chair and Executive Committee

PNCC CHAIR

- PNCC Chair must be a B/U nurse with no secondary job code who is a member in good standing;
- Conduct and supervise the affairs of the PNCC in accordance with these Bylaws and as directed by the collective bargaining agreement (contract);
- With the PNCC, make recommendations for educational and training programs compatible with identified hospital goals;
- Encourage each nursing unit to have at least one member in good standing willing to participate on the PNCC or be involved in PNCC activities;
- Receive the analysis of SDRF Reports from the ARRM/ONA Task Force. Take necessary steps to address issues raised in the SDRF reports when necessary;
- Make timely reports to the Executive Committee on PNCC activities;
- With the PNCC, make recommendations to the facility of ways and means to improve patient care; and
- With the PNCC, make reports to outside agencies with the approval of the Executive Committee and the ONA.



DESCRIPTIONS OF OPEN POSITIONS ... CONTINUED

UNIT REP CHAIR:

- Provides direction and assistance to individual Unit Representatives/Stewards;
- Trains or causes to be trained new reps/stewards and provides such information to the EC; Maintains or causes to be maintained all individual unit bulletin boards;
- Maintains and provides to the EC an accurate record of all unit reps/stewards;
- Will schedule at least one general public meeting per year of all Unit Reps/Stewards; and
- May act as Contract/Campaign Action Team (CAT Team) Leader.

COMMUNICATIONS CHAIR:

- May consist of one website and one newsletter Chairperson;
- Both will be responsible for providing information to B/U members regarding meetings, events and activities;
- Provide information to the general public as directed by the EC;
- Special Responsibilities: 1) Website Chairperson maintains and updates the Website as directed by the EC. 2) Newsletter Chairperson publishes a minimum of four Newsletters per year as directed by the EC.

MEMBER AT LARGE:

- Provides assistance as needed by the Executive Committee.



ONA @ RRM C GENERAL MEMBERSHIP MEETING

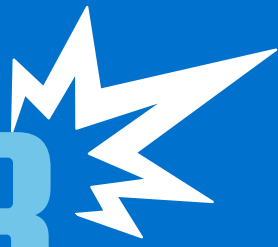
Join your executive leaders for a live general report via Zoom on

OCTOBER
9
7:30 P.M.

This meeting will be recorded and posted on Facebook & Instagram.

Rogue Regional Medical Center

NEW MEMBER MONDAYS



EVERY OTHER MONDAY



SEPT. 23

OCT. 7 & 21

NOV. 4 & 18

DEC. 2 & 16



NOON – 1:30 PM



RRMC CAFETERIA

Membership chair Meagan Periera, RN (NICU) and ONA labor representative Misha Hernandez will be in the RRMC cafeteria every other Monday from noon to 1:30 p.m. to provide member materials, answer questions and get to know new members. There will be snacks!

QUESTIONS?

Please contact ONA Labor Representative, Misha Hernandez via text at 541-210-4905 or via email at hernandez@Oregonrn.org