Effective June 2, 2022, Asante and ONA are in agreement to add an additional Emergency Pay Bonus to RNs who agree to work during critical staffing shortages. This agreement is signed into effect through Tuesday, July 5, 2022 and will be reevaluated for adjustment and possible extension at that time.

Details:

- $500 per shift for any shift worked above FTE (including part time and on call) in addition to the already agreed on ESP/VSP hourly amounts if appropriate.
- Qualifying shifts are defined as service lines that experience a staffing deficient of 20% or more of their total max staffing.
- Qualifying shifts will be on a “holes list” distributed for the next four weeks.

Any nurse who picks up qualifying extra shifts will qualify for the extra shift incentive, but must be able to take at minimum a patient care assignment – including nurses who work as a CRN (example: ICU nurse who agrees to work on med/surg and takes a three-patient assignment).

Oregon Wellness Program

A special message from ICU RN and steward Clarissa Carson.

Hello RRMC nurses! I am writing today with some incredibly exciting news. First, for those of you who don’t know me, I’m a nurse in the ICU and also the ONA unit rep for ICU.

I’ve worked in the ICU for about ten years and have been through some rough times, as we all have lately. I have had the great honor recently of working with a statewide collaborative team to expand mental health opportunities for RNs, LPNs, and CNAs.

I am thrilled to share that as of today, the Oregon Wellness Program (OWP) is available to nurses and CNAs at RRMC. This program offers eight complimentary (free) therapy sessions to each nurse or CNA annually and is completely separate and independent from Asante although highly supported by our leaders.

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Better yet, the mental health providers working collaboratively with OWP have experience with healthcare workers and will meet you where you are at.

Whether it’s trauma, grief, anger, substances, flashbacks or whatever you are struggling with, you deserve to be well.

Rogue Regional has been chosen as one of three hospitals for a soft rollout, with the rest of the Asante family gaining access to services in the fall of 2022, and hopefully the rest of the state by winter of 2023.

Briefly, here’s how it works, visit www.oregonwellnessprogram.org or call (541) 242-2805, pick a provider, call them and share you are calling under the OWP, and you will receive a call back within THREE days.

I hope this helps each and every one of you. I know I have some things to work through after the war we fought with COVID-19...and we ALL deserve to be well.

Oregon Wellness Program

The Nurse Practice Act

Learn the best ways to operate within the nurse practice act and protect your license. Reviewing Division 45.

**Standards and Scope of Practice for the Licensed Practical Nurse and Registered Nurse**

A look at Oregon State Board of Nursing

6 p.m. Tuesday, June 28 – Zoom

Zoom Link: [https://us06web.zoom.us/j/86463442416](https://us06web.zoom.us/j/86463442416)

Questions: Misha Hernandez : Hernandez@OregonRN.org

Protect Your License, Protect Yourself!

Should nurses carry their own personal liability insurance policy? YES! You insure your home, your car and your health. Why not your career?

A common assumption is that your employer will cover you in any incident that may occur while at work. Technically an employer is responsible for the acts of its staff, but its interest is not necessarily consistent with protecting you. Your best protection is to have your own personal legal representation. Nurses are at more legal risk now than ever before.

Additionally, your employer’s policy will not protect you in an Oregon State Board of Nursing (OSBN) investigation. In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of scope or law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you.

ONA advises all nurses, no matter where you work, to obtain your own liability insurance. ONA endorses the Nurses Service Organization (NSO) because the coverage provided offers the best protection for you. Visit [www.OregonRN.org/NSO](http://www.OregonRN.org/NSO) for more information. Don’t wait, protect yourself today!