SHMC Executive Committee
Chair: Chris Rompala (OR)
Vice Chair Kevyn Paul (UD-ED)
Nancy Dehyie (ICU)
Wendy Nau (OHVI 5)
Jess Detering (Labor and Delivery)
Tonya O’Dell (OR)
Lisa Diriwachter (PACU)
Stacey Wetherell (Oncology)
Jennifer Fain (7 Surgical)

SHHCS Executive Committee
Desi Atwater (Home Health)
Danielle Kelly (Home Health)
Diane O’Connor (Home Infusion)
Jo Turner (Hospice)

ONA Labor Representatives
Claire Syrett
Syrett@OregonRN.org

Laura Lay
Lay@OregonRN.org

Tyler Whitmire
whitmire@oregonrn.org

Oregon Nurses Association (ONA)
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1-800-634-3552 within Oregon

www.OregonRN.org

Sacred Heart Medical Center (SHMC)
Sacred Heart Home Care Services (SHHCS)
Newsletter
March 13, 2020

SHMC Election Results!

Election Results for Sacred Heart Medical Center Executive Committee and Professional Nursing Care Committee (PNCC)

The executive committee nominations equaled the number of open spots, therefore no election was necessary. Jennifer Fain of 7 Surgical will join the current members of the executive team who all agreed to continue their service. Jennifer replaces outgoing committee member and co-chair, Phyllis Hurt (Neonatal Intensive Care Unit), who retired from Sacred Heart last month. Chris Rompala (Operating Room) has been elected as the new executive committee chair with Kevyn Paul (University District Emergency Room) elected as vice-chair.

See the newsletter side bar for the complete list of executive committee members. We will be running brief biographies of members in upcoming newsletters so you can learn more about who is representing you on your executive team.

The Sacred Heart PNCC did hold an election and the results are in. There was a contested election this year for the first time in many years. It is exciting to see nurses seeking to get involved in this important work. The new team thanks everyone for taking the time to vote. The committee has a big year of important work ahead of them. The results are as follows. There are 10 members on the PNCC plus alternates.

PNCC Members:

♦ Oliva Benson (OHVI 4)
♦ Anne-Marie Burns (Nurse Care Management)
♦ Jennifer Fain (7th Surgical)
♦ Patrick Hubbard (Oncology)
♦ Kimberly Lawrence (Behavioral Health)
♦ Kendra Northam (OHVI 5)
♦ Shelly Schmidt (Mom/Baby)
♦ Jane Snar (Neurology)
♦ Kellie Spangler (Operating Room)
♦ Amy Young (Mom/Baby)

Newly Elected Alternates:

♦ Dawn Prall (University District House Coordinator)
♦ Treva Risher (Cath Prep/Recovery)
SHHCS Election Results!

Sacred Heart Home Care Services (SHHCS)
Election Results

The SHHCS election is complete for the Executive team and the PNCC.

Thank you so much to everyone that stepped up to run for these important committees and to everyone that took the time to vote!

Congratulations to the members below that have been elected to serve on these committees!

SHHCS Executive Team

♦ Desi Atwater (Home Health)
♦ Danielle Kelly (Home Health)

SHHCS PNCC

♦ Alicia Harrison (Home Infusion)
♦ Allison Hyder (Hospice)
♦ Danielle Kelly (Home Health)
♦ Joy Straub (Home Health)
♦ Lise Tilley (Hospice)
♦ Paul van Waardenberg (Hospice)

Open Letter from Heather Wall

A Message from Riverbend Chief Nursing Officer, Heather Wall sent to all RiverBend Nurses, CNAs, and Nursing Leadership on March 2, 2020

Dear RiverBend Nursing,

I am writing all of you today to start a conversation that we must have as we move forward together. First, I want to say that I am sorry. I am sorry for what have been very challenging years for us at RiverBend. For those of you who do not know, I have been with PeaceHealth for 15 years, so I know personally many of the challenges we have had. We have had inadequate resources at times. We have had inadequate education and training at times. We have had varying degrees of Nursing infrastructure and vision. We have had broken processes. We have had very rapid change for frontline staff to absorb, as well as continued changes in leadership and direction that I know have caused burn out. We have not always had an environment focused on professional practice, a healthy work culture, or one that always felt as though it valued people, practice, and professional judgement.

Well, we are going to change this together. I am committed to leading the creation of a culture that is supportive, healthy, and transformational.

To truly transform our culture at RiverBend, it will take all of us. I am 100% committed to leading this journey and I hope you will join me because we need you. We all need each other.

Today is the day that I commit to you to do everything I can to create an environment that is healthy and thriving. One where our philosophy is about setting clear expectations, responsibilities, and goals together. One where support, compassion, empathy, and joy exist.

This will take all of us united to make this our reality. We will all need to commit to being humble and reflective, to creating relationships and trust, and to truly listening and assuming positive intent moving forward. We will have so much to learn on our journey, but we can learn together and from each other if we all commit to humility and being open to a different way of thinking, speaking, behaving, and leading.

To lead this transformation, we have a few things in the works that I want to share. We are engaged in leadership training and development through Renee Thompson’s Healthy Workforce Institute. We are about to kick-off year 2 of Selfcare for Healthcare and will be developing an interdisciplinary Health and Wellness Council. We will be sending 2 dozen interdisciplinary caregivers to Boston in June for the “Compassion in Action” national conference with the goal to implement Schwartz Rounds here at RiverBend by the fall. We have developed a Cultural

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Don’t Go Alone - Know Your Rights!

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 nurse you should always request a steward if a meeting could lead to discipline.

You should say the following whenever requested to go to a meeting with administration or your manager:
"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 ignores a nurse’s Weingarten rights. If that happens, you should stay in the room to hear the manager out, and take notes. If you are denied representation you don’t have to answer any questions until you have a representative present. If this happens to you please reach out to your steward or labor representative right away!

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?

ONA/SHHCS has multiple trained stewards at RiverBend and University District that have been specially trained to join you for this type of meeting. There should be a list posted on the ONA bulletin board on your unit. No list? Let us know. You can also reach out to one of your ONA Labor reps via the ONA website on the SHMC bargaining unit page and we will help arrange for you to have representation. http://www.oregonrn.org/?86

Why should I bring a steward? Won’t that make things worse?

SRDFs Do Something

The SRDFs gave us the information we need to improve your working conditions and protect your license. Last Fall the PNCC escalated an extensive report analyzing SRDFs to the OSBN. The report detailed a culture at RiverBend of bullying, incivility and moral injury. We then conducted a survey to determine how widespread the issues are. Between SRDF data and survey results, we were compelled to acknowledge that we have a problem. (Please email one of us to get the OSBN report and or the survey results).

Heather Wall, CNO, acknowledged there are problems and has confirmed her commitment to lead the cultural change in the letter included in this newsletter. This rapid progress is great news and we are optimistic.

The PNCC and management have started a new committee to help coordinate our efforts called the Cultural Transformation Committee. We are looking at all the factors and starting to identify the causes so we can find solutions. Help is always appreciated when we are trying to make such large changes so please look for upcoming opportunities.

The PNCC thanks Heather Wall for her commitment to this process and we thank the floor nurses for submitting SRDFs - your voice matters.

Open Letter from Heather continued from p. 2

Transformation Council with members of our PNCC, leadership, and other frontline Nurses to develop a strategic plan (which you all will have a voice in!) to transform our culture.

We are going to deliberately and consciously create a culture that is safe, healthy, empowered, and engaged. One that is dependable and that you can rely on as a professional Nurse. One that provides structure and clarity. One that allows you to have impact. One that provides meaning. I invite everyone to join this journey. We have the power to create the culture we all deserve.

Lastly, I ask anyone who has thoughts, ideas, questions, or concerns to reach out to me directly. If we do not know each other personally yet, let’s get to know each other so I can best serve you.

I leave you with a quote that is my commitment to you:
“The most important job of a healthcare leader is to take care of the people who take care of people”
Erie Chapman

Please join me on this journey,
Heather

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Preparation for COVID-19 & Your Union Contract Protections

Your ONA/SHMC Executive Committee will be meeting with Heather Wall to discuss the potential impacts of the COVID-19 pandemic on ONA members. This meeting is scheduled for Friday, March 20. Topics will include member’s rights to pay if forced to stay home, how nurses will be trained in use of personal protective equipment, what measures nurses will be able to take in order to protect their family members from exposure among other issues.

Your ONA Nurse Practice Consultants are taking the lead on this effort. Please make sure to check out the ONA weekly emails for timely information. Your SHMC and SHHCS contract both contain language providing some measure of protection for members during a communicable disease outbreak. See the respective contract provisions below. Please contact your ONA labor reps with any questions or concerns.

Sacred Heart Medical Center “15.4 Communicable Diseases. When a nurse is required by the Medical Center to be absent from all work because of exposure to a serious communicable disease, which likely occurred while on duty as determined by Employee Health, the Medical Center will pay the nurse at the nurse’s straight-time rate of pay for scheduled hours lost, for up to fourteen (14) days. This section will not be applicable when (a) the nurse is eligible for workers’ compensation or other disability insurance benefits for which the Medical Center has made contributions, or (b) the nurse, after having received actual or constructive notice in writing of this provision, has refused the Medical Center’s offer of timely vaccination in connection with such disease except for medical reasons. In the event of a potential epidemic, the Association and the Medical Center will meet to discuss guidelines for maintaining employee and patient safety and compensation for hours lost.”

Sacred Heart Home Care Services “15.4 Stewards have received special training to represent you in this type of meeting. A steward will help coordinate the meeting time and location and is there on your behalf to support and advocate for you. They are also there to take notes so there is a record of the meeting. These things can be stressful so it’s good to have someone there to help support you through the process and to be sure everything is handled fairly and appropriately. If you do receive a corrective action the steward or labor rep will help to determine if the discipline is fair and accurate or if it needs to be grieved or challenged.

No it will not make things worse if you request a steward, in fact it actually makes the whole process go more smoothly. So don’t go alone!

Are you interested in becoming a steward? There are upcoming local training opportunities available. Let us know if you are interested in being an advocate for your fellow nurses! Questions or comments? Let us know! Lay@Oregonrn.org

SRDFs Do Something continued from page 3 and your SRDFs DO SOMETHING. Please keep submitting them and participating. Our goal is to make our hospital the best place to work in Oregon.

Thank you, the Professional Nursing Care Committee (SHMC Contract Article 17)
The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

**Featured Topics**
- Keynote: Healthcare Equity
- Oregon’s Hospital Nurse Staffing Law
- Supporting Individuals Experiencing Homelessness
- Caring for the Queer Community
- How to Win Organizing and Contract Campaigns
- Importance of SANEs in Response to Sexual Assault
- Developing Cultural Humility
- and more!

**Continuing Education**

Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

**Registration and Fees**

Registration is open through May 1, 2020.

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Register today at www.OregonRN.org
Coronavirus Update: How ONA is Fighting to Keep Nurses Safe

As more cases of the Coronavirus (COVID-19) are reported and confirmed, ONA will continue working relentlessly to do the work needed to keep nurses and our communities safe. We have received reports from frontline ONA members of suspected Coronavirus cases in at least three additional facilities, which have not yet been confirmed. We have also heard disturbing instances of appropriate practice protocol not being followed by hospital administrators in multiple facilities across the state, and in Washington.

Incidents ONA members have observed firsthand include failure to mask patients with Coronavirus-like symptoms during triage, failure to supply adequate fitted N95 masks to nurses caring for patients with potential cases, and failure to maintain proper quarantine of the family and healthcare provider team of suspected Coronavirus patients. These breaches of practice standard put us as nurses directly at risk.

ONA has worked diligently through the weekend to implement a Coronavirus response that will keep our members, patients, and communities safe. This has included:

- ONA staff traveling the state to observe protocol to facilities with suspected cases
- ONA conducting an information request to all 50+ ONA facilities to gather information on management’s plans for protecting members and enforcing practice protocols
- ONA engaging with the governor’s office around the need for any furloughed or quarantined nurses to receive paid admin leave instead of being forced to drain earned paid sick leave banks
- ONA leadership sounding the alarm about the risk to our members this outbreak presents in published interviews with NBC Portland, the Oregonian, Willamette Weekly, and Pamplin Media Group

- ONA partnering with both ANA and AFT around a national response to the outbreak, spearheaded and driven by ONA leadership
- Partnering with the Washington State Nurses Association around a coordinated public message and response to the outbreak our two organizations are at the center of
- ONA coordinating with the Oregon Health Authority and a number of hospital employers in an ad hoc task force to manage Coronavirus response, containment, and resource management

To report a violation of Coronavirus protocol in your facility, please email practice@oregonrn.org with as many details as possible while being mindful of HIPAA guidelines.

ONA is also asking all members to take an ONA COVID-19 Workplace Survey to help better understand the work being done by facilities across the state.

To stay up to date on the work being done and to take the COVID-19 Workplace survey, visit:

www.OregonRN.org/coronavirus