



### MEMBERSHIP MATTERS For a better bargaining unit and stronger voice for nurses!

#### SHMC Executive Committee

- Lynda Pond (Labor and Delivery)
- Nancy Deyhle (ICU)
- Phyllis Hurt (NICU)
- Kevyn Paul (ED, University District)
- Jessica Detering (Labor and Delivery)
- Wendy Nau (OHVI 5)
- Lola Williams (Orthopedics)
- Abby Maurer (MOR)

#### Grievance Committee

**Chair:** Laura Lay  
(Mother Baby)

#### SHHCS Executive Committee

- Shirley Hofeld (Home Infusion)
- Maggie Yokum (Home Health)
- Karen Rice (Home Health)
- Jo Turner (Hospice)

#### ONA Labor Relations Representatives

##### Maureen Smith

Smith@OregonRN.org  
541-726-0772

##### Claire Syrett

Syrett@OregonRN.org  
541-953-7736

##### Laura Lay

Lay@OregonRN.org

#### Oregon Nurses Association (ONA)

18765 SW Boones Ferry Road  
Suite 200, Tualatin, OR 97062  
1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

### Step Up and Serve the RNCM/UR Unit!

Congratulations on the successful ratification vote that brings the nurse care managers (RNCMs) and utilization review (UR) nurses into the Oregon Nurses Association (ONA)/Sacred Heart Medical Center (SHMC) contract. With this victory come plenty of opportunities for individuals to step up and contribute to the success of the unit working within the contract.

These opportunities include serving on

the committees now required by contract and serving as a unit representative (all positions are described on pages 1-2 of this newsletter). Committee members will be selected through an election process, and unit representatives are appointed without a formal election.

Both committee work and time spent representing coworkers in an investigatory or discipline meeting count as paid time.

### ***The RNCM/UR unit is calling for nominations for the following positions:***

#### **UBC subcommittee on staffing**

*Three positions to be filled.*

This unit based practice council (UBC) subcommittee will work in collaboration with department leadership to provide input into a staffing plan for the RNCM/UR unit. Other nursing units at SHMC have formal staffing plans approved by the nurse staffing committee, and the RNCM/UR bargaining team worked hard to get RNCMs and UR nurses a seat at the table to discuss staffing. This ad hoc committee of the UBC will work on issues such as defining core staffing and creating a staffing matrix using organizational and national benchmarks. The recommendations of this ad hoc committee will be used to inform staffing decisions for the RNCM/UR unit.

#### **PTO guidelines committee**

*Three positions to be filled.*

Per article 10.8 ("PTO [paid time off] Unit Guidelines") of the ONA/SHMC contract, "Each unit based council shall establish an ad hoc committee of nurses only to develop PTO unit guidelines. These guidelines will be developed with the consensus of the manager(s) and the unit based council." This committee will be responsible for defining prime time for the RNCM/UR unit and developing a fair and equitable system for holiday staffing. The committee is able to benefit from the work other units in the hospital have already done regarding PTO and can look to those examples as a starting point. The PTO committee will be a subcommittee of the UBC.

*(Continued on page 2)*

## Step Up and Serve the RNCM/UR Unit! (continued from page 1)

### Labor management committee

*Two positions to be filled.*

The interim labor management committee (LMC) will be responsible for clarifying contract interpretations, addressing workplace issues as they arise, and reaching new supplemental agreements when necessary. Anamaria Clemons and Connie Burns will represent management on this committee, and ONA labor relations representative Claire Syrett will also serve on the committee. The interim LMC will meet regularly until March 2019 when it will be dissolved in anticipation of the next ONA/SHMC contract negotiations. After 2019 contract negotiations are complete, the RNCM/UR unit will be represented at the ONA/SHMC LMC for the entire hospital.

### Unit representative

*Two volunteers are sought for this non-elected position.*

Members of ONA with some familiarity with the contract would be ideal for this position, but familiarity is not necessary to volunteer. The unit representative is responsible for helping facilitate individual nurses' and managers' understanding of the contract, serving as a union representative for nurses asked to meet with managers when a meeting might result in discipline, and assisting with communication between the unit and ONA labor relations representatives and the ONA/SHMC executive committee. The unit representative is the "eyes and ears" in the department, alerting members and ONA about emerging issues that might need attention and ONA involvement. Unit representatives are protected from retaliation for their work in this role and receive training and support from ONA labor relations representatives. If you are interested in serving in this position, please contact ONA labor relations representative Claire Syrett at [Syrett@OregonRN.org](mailto:Syrett@OregonRN.org).

### **Great work, RNCMs and UR nurses! Now keep the momentum going...**

Please consider serving in one of these important roles and helping make the RNCM/UR inclusion in the ONA/SHMC contract a success.

**You can nominate yourself or another ONA member by filling out a [nomination and consent-to-serve form](#) and submitting it to [Syrett@OregonRN.org](mailto:Syrett@OregonRN.org).**

Elections will be held for any positions that receive more nomination than available seats.

**Nominations will be open until 9 p.m. on Wednesday, Feb. 21.**



## 2018 Convention and House of Delegates

Wednesday, April 18 - Friday, April 20

The Riverhouse on the Deschutes, Bend, OR



The Oregon Nurses Association (ONA) invites you to attend ONA's Convention and House of Delegates in beautiful Bend, OR, April 18-20, 2018. Join nurses from across the state to learn from national and state leaders, decide ONA's official positions, and determine your organization's future.

ONA's 2018 Convention is a three-day event featuring nationally recognized speakers,

workshops, panels, discussions, and continuing education. This year's event will be centered around how nurses can effectively advocate for patients and colleagues in the workplace and in the community.

Visit [www.OregonRN.org/event/2018Convention](http://www.OregonRN.org/event/2018Convention) to register for the Convention and select your sessions. Workshop space is limited, so register today!

**[www.OregonRN.org/event/2018Convention](http://www.OregonRN.org/event/2018Convention)**