Sacred Heart Charge Nurses Meet the Challenge

Sacred Heart Charge Nurses Meet the Challenge This is the second in an occasional series highlighting the work of charge nurses throughout RiverBend and University District.

As we’ve shared in previous newsletters, the Surgical Services Nursing Administration is proposing elimination of the Charge Nurse Positions in the Main OR. ONA leaders would like to thank Charge Nurses for what they do every day to support the nurses in their unit. Charge nurses are the backbone of the unit and evidence shows that they have a positive impact on patient and employee satisfaction. Thank you!

Meet Adam Woldt, emergency department evening charge nurse. Adam has been a nurse for 8 years. He has been with the RiverBend ED as a nurse for 5 years serving as charge nurse for the last 2 years.

What do you love most about your work as a charge nurse for this unit?

Adam: The things that I love the most about the work I do as the charge nurse are the collaboration with other charge nurses and getting to work with the most amazing group of nurses I’ve ever had the pleasure to meet.

What advice would you give a new charge nurse about the job?

Adam: The biggest piece of advice I can give to a new charge nurses is to listen. I learned from Paul, an amazing charge nurse. He taught me more about this job than I could have imagined. If I had assumed I had it figured out, I never would have succeeded as a charge nurse. Find a mentor you look up to and learn as much as you can from them.

Is there something about your job that other nurses would find surprising?

Adam: One of the things that other nurses always find surprising is the extra time charge nurses put in on top of their scheduled hours. We are almost all on committees and go to multiple meetings a month to help keep things running smoothly. We often volunteer for these meetings and tasks, even if we're not sure how we're going to fit them in. It's important for us to keep involved. We love the people we work with and putting in a little extra time for them to have a better place to work is worth it.

(Continued on page 2)
Sacred Heart and Potential For 12 Hour Shifts

Oregon Nurses Association (ONA) / The Sacred Heart Medical Center (SHMC) Executive Team met with interim Chief Nursing Officer (CNO), Heather Wall, on March 8 to discuss rumors regarding Sacred Heart possibly moving to all 12 hour shifts for budgetary reasons. Heather confirmed that 12 hour shifts are being considered as one of many possible options in the current budget development. She was unable to say when a final decision will be made about which options PeaceHealth might pursue. She did not share what other options are being considered. Heather did commit to providing updates to ONA leadership as soon as any were available.

ONA shared that current contract language within Article 8.4.4 requires ONA to consent to any shift length changes that have a significant impact on a unit and that Article 8.1 defines the workday as an 8 hour shift. In addition, ONA communicated that a significant number of our members would not agree to work only 12 hour shifts, and that being required to do so would create tremendous turmoil for our membership.

We will keep you up to date on any new information as we receive it.

Budget Talk and Your Matrix and Staffing Plan

There is a lot of buzz out there about the budget and some units have seen some suggestions being made to their staffing plan and matrix. It’s important to know what your staffing plan says about how your unit should be staffed and what the contract and the law say about changes to the staffing plan and matrices. Take some time to look at and become familiar with Article 18 in your contract and the Oregon Hospital Nurse Staffing Law.

What does this mean for you and your unit? The staffing plan including the matrix cannot be changed without going through your Unit Based Council (UBC), put out for a vote, and then approved by the staffing committee. Do you have questions about your staffing plan or proposed changes? Reach out to your staffing committee representative for your unit!

Do You Know Where to Find Your Staffing Plan?

- Go to Crossroads →
- Clinical →
- Nursing Online →
- Links to Team sites →
- Staffing Committee →
- Staffing Plans →
- 2017 Approved staffing plans →
- Select your unit

Staffing Plan Workshop at The Upcoming ONA Convention

At ONA’s Convention, Professional Services will be hosting a workshop on improving nurse staffing plans. The workshop will be held twice on April 18 and 19. This workshop would be great for any nurse, but especially nurses who are members of the hospital’s staffing committee serving on their unit practice council. Nurses attending this workshop are encouraged to bring their unit’s staffing plans to work on as we walk through each requirement of the law, a summary of findings from OHA’s surveys in 2017, and recommendations and best practices for improvement. If you have any questions, don’t hesitate to contact your Nursing Practice Consultant at ONA — Nicole Cantu, RN-BC BSN, Cantu@OregonRN.org (541) 632-4114

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Congratulations to Your New Nurse Staffing Committee Representatives!

Tammy completed the RN program at Lane Community College (LCC) in 2004. She worked the night shift at Riverpark for 6 months before getting an evening shift job at UD on the inpatient rehab unit. Tammy has worked on Rehab ever since and loves it. “I find nursing work very fulfilling, and I love that on Rehab I get to see the patients improve and go home.” Thank you Tammy for stepping up to represent your unit on the University District Staffing committee!

Kay has been a registered nurse since 1995. “I am getting involved with the ONA staffing committee because I am passionate about safe patient care at Sacred Heart RiverBend. I’m ready for my voice to be heard.” Thank you, Kay, for stepping up to serve on the RiverBend Staffing committee!

“This summer will mark five years since I’ve been a registered nurse on neurology at SHMC. At this juncture in my career, advocating for nurses that have inspired and supported me has become important. Promoting their well-being through safe staffing practices can allow them to take care better care of patients, our first priority, and thus our community as a whole will benefit. When staffing ratios are safe, I have experienced first-hand the quality care and greater outcomes that can be delivered. I look forward to contributing to staffing improvement through the ONA Staffing Committee in the future.” Thank you, Jane, for stepping up to serve on the RiverBend staffing committee!

Also, Welcome to Sara Shriver from the Clinical Decision Unit (CDU) (not pictured). Thank you for stepping up and serving on the RiverBend Staffing committee!

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 to register for the Convention and select your sessions. Workshop space is limited, so register today!

www.OregonRN.org/event/2018Convention
Seeking Qualifications for The Next Sacred Heart Medical Center Chief Nursing Officer

The ONA-SHMC Executive committee is gathering member input on what qualities they wish to see in the next Chief Nursing Officer (CNO) for Sacred Heart. The committee has compiled their own list of desired qualities and is now seeking member input. Once members have had a chance to weigh in, the executive committee will share this input with PeaceHealth leadership. The role of CNO has a significant impact on nurses’ day-to-day experience in the workplace. We believe that nurses’ voices should be taken into consideration when selecting our next leader. Here are a few of the qualities that members of the executive team identified as critical for the next CNO:

- Have a true vision for how to achieve nursing excellence through collaborative partnerships with shared governance councils and the ONA executive committee. As the chief nursing leader, the CNO should actively participate in and engage with the shared governance committees.
- Respect the voice of nurses when nurses raise patient safety concerns.
- Be educated on and familiar with relevant state and national laws including the Nurse Practice Act, the Nurse Staffing Law, laws governing meals and breaks, and the ONA collective bargaining agreement.

Take a few minutes to review the full list of CNO qualities that the executive team has created and let us know what your priorities are for this important leadership position: 2018-CNO-SHMC

Hospitalists Bargaining Update

The Pacific Northwest Hospital Medicine Association (PNWHMA) and Sacred Heart Medical Center held three days of mediation recently in hopes of coming to an agreement on the renewal of the hospitalists collective bargaining agreement. While no settlement was reached the negotiations did result in two tentative agreements. The main issue that is keeping the parties from reaching agreement is the Medical Center’s insistence on including broad language that would allow subcontracting. The PNWHMA team offered a counter proposal to that broad language as well as other proposals as a single package on the third day of mediation. The parties are set to meet again in mid-April with hopes of coming to a final agreement.

On the first day of mediation the PNWHMA team was greeted by ONA, American Federation of Teachers and Service Employee International Union members wearing stickers declaring their support for a “Fair Contract for Hospitalists”. Stickers were worn throughout the hospital as well in a strong showing of solidarity for the team. Thank you to all the ONA members who wore a sticker and stood together with the hospitalists as they fight for a fair contract.

Planning is underway for ONA’s national nurse’s week events for 2018. The celebrations are scheduled for May 7 at University District (UD), May 9 at Sacred Heart Home Care Services (SHHCS), and May 10 at RiverBend. These events are fun, but they take a lot of work to put together! We are looking for volunteers to get community businesses to donate raffle items, we also need help on the day of the events. If you’re interested in volunteering, please contact ONA labor relations representative Laura Lay at Lay@Oregonrn.org.
PeaceHealth is delaying the rights of nurses and nurse midwives at the PeaceHealth Nurse Midwifery Birth Center (NMBC) to vote in an election to join our union of nurses at Sacred Heart and University District. A two-day hearing took place last week at the National Labor Relations Board (NLRB) which is the government agency that oversees union elections. PeaceHealth management made testimony at the hearing in which they made claims such as, the birth center is only open during the day and is closed on holidays and midwives are not similar to the nurses at the hospital even though we provide the same type of care whether we are working at Labor & Delivery (L&D), Mother Baby Unit (MBU) or the NMBC. A decision on the NLRB hearing will be made soon and we will keep you posted of that decision.

Show your support for the nurses and nurse midwives at the NMBC. Take a photo with your colleagues and a handwritten “Standing Together” sign to show that we are in solidarity with our colleagues at the NMBC. Collection of photos will continue until March 21st. Send your photos to Annabel Torres at torres@oregonrn.org.

Standing Together with our Nurse Midwifery Birth Center Colleagues

Congratulations to Your New ONA Stewards!

Thank you to Paul VanWaardenburg Intensive Care Unit (ICU) who recently completed our ONA steward training! Paul recently came to RiverBend from Oregon Health & Science University (OHSU) in Portland where he also served as a steward for two years. Paul feels that being a steward is a great way to support his fellow nurses and the hospital administration to help find resources to help nurses succeed. “If you are having issues, a steward helps nurses to understand it’s not just a one-person issue, but a system issue that can be improved to provide a safer work environment.” Thank you to Paul for stepping up to be a representative and advocate for his co-workers.
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.

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.

Upcoming Training Opportunities

We have more new stewards scheduled to complete their training in the upcoming weeks. There is still time to sign up for a steward training if you are ready to step up and support your coworkers! Contact Laura Lay at Lay@oregonrn.org if you’re interested!