Over the past three weeks the Oregon Nurses Association (ONA) Sacred Heart Medical Center (SHMC)-Executive Committee has been actively engaged with members and administration in discussions and town halls following announcements by interim Chief Nursing Officer, Heather Wall, that the hospital desires to move a majority of nurses to 12-hour shifts. In addition, Ms. Wall has announced the desire to eliminate the resource and discharge nurse positions as well as a goal of moving all charge nurse positions to 12 hours with a few exceptions. On April 30, 2018, SHMC presented first drafts of their formal proposal to the ONA-SHMC Executive Committee. The units included for moving to 75% 12-hour shifts are: Mother Baby, Pediatrics, OHVI4, OHVI5, 7 Oncology, 6 Ortho and IV Therapy. The units that they propose moving charge nurses to 12-hour shifts are Mother Baby, Pediatrics, OHVI4, OHVI5, 7 Oncology, 6 Ortho, 8 Medical, 7 Surgical, 6 Neuro, Emergency Department and Labor and Delivery.

The proposal regarding the discharge and resource nurse positions did not include any detail other than the fact that SHMC wants to eliminate those positions. The nurses in those positions would have rights to other positions within the hospital but given the other proposed changes to shift length the ONA-SHMC Executive Committee is insisting that no changes be made to these positions until all of the proposed changes are negotiated. Your ONA leadership believes these positions are valuable resources and eliminating them will have negative impacts on patient care and nursing staff.

These are major changes being proposed by SHMC. In response to questions raised by the ONA representatives as to why these changes are being sought, Heather Wall and Chief Operating Officer Robert Blake stated that these changes are required in order to position RiverBend to meet the challenges of delivering health care more efficiently and to remain competitive in an everchanging market. They offered examples of RiverBend’s current practices that are considered out of date. In addition, they stated that they needed greater flexibility in order to achieve their goals.

ONA is reaching out to our members to ask for your input on these proposed changes. There is strong language in the current contract protecting members from being forced into 12-hour shifts as well as language governing the negotiations for re-organization of units. Together this language provides ONA with a strong position in negotiations on these proposed changes.
Approximately a dozen nurses attended the negotiation session on April 30, 2018. Their presence was important in keeping the focus of these discussions on the real impact these changes will have, which is on the daily lives of nurses. The results of the SHMC-ONA member survey will be crucial to informing the position that your SHMC-ONA representatives take in these negotiations. The Executive Committee is committed to representing the desires of the majority of nurses while working to ensure a fair process for all members should any of these proposed changes be agreed to.

The next negotiation session is scheduled for Friday, May 18, 2018, from 1:00 – 5:00 pm (Room TBD). These sessions are open to nurses who are encouraged to attend. The SHMC-ONA Executive Committee will continue to keep members up to date on the progress of these negotiations going forward.

Nurses at RiverBend!
Share Your Opinion on the Proposed SHMC RiverBend Re-Organization
Take the Survey - We Need to Hear from You!

As you have probably heard, SHMC has notified ONA of their intent to reorganize the majority of the nurses at RB to 12-hour shifts, the Charge nurses at RB to 12-hour shifts, and to eliminate the discharge and resource positions. This all still needs to be negotiated and we need to hear from you! Please take a minute to complete this important survey to share your thoughts and concerns! Your survey responses will shape our proposals in these negotiations.

This survey is only open to nurses at RiverBend.

The survey is currently open and will run through 4 p.m. on Tuesday, May 15. You can access the survey on our bargaining unit webpage, or using this link:
www.surveymonkey.com/r/2018-shmc-reorg-survey

Executive Committee to Offer Input on Selection of Next Chief Nursing Officer

The SHMC-ONA Executive Committee will be sending a letter to PeaceHealth administration offering members’ input on the selection of the next Chief Nursing Officer (CNO). Thank you to those of you who took the time to review the list of qualities the executive committee offered for your consideration. The letter being drafted will highlight those qualities nurses identified as most important in your next nursing leader. We will publish the letter in a future newsletter and keep members apprised of any response received from those charged with making this important decision.

ONA Executive Committee members have also been invited to participate in an interview panel for the CNO position and will also share your priorities during that interview.

University District Staffing Committee Opportunity

The University District (UD) Nurse Staffing Committee has a vacancy for a registered nurse (RN) to represent the UD Emergency Department! The monthly meetings are on the first Tuesday of each month and are paid time. This important committee develops and evaluates staffing plans with its primary goal to ensure that the Medical Center is staffed to meet the healthcare needs of patients pursuant to the Oregon Nurse Staffing Law. If you have questions or you would like to nominate yourself or another nurse, please submit your interest by 5:00 p.m. on May 18, by email to Laura Lay at Lay@OregonRN.org.
Highlights From the 2018 ONA Convention and House of Delegates!

Constituent Association 5 Members Showed Up in Force at the ONA Convention

Sacred Heart Nurses Raise their Hands in Opposition to Being Forced to 12 Hour shifts

Sacred Heart Nurses: Jennifer Jarman, Wendy Nau, Anne-Maire Burns, and Marjean Yates enjoying themselves at the ONA Convention

Nurses Day is Near: Still Time to Turn In Donations

We are still gathering donations for the Nurses Day raffles. If you have collected a donation please contact Jessica Gideon, our Nurses Day donations coordinator, to make arrangements to get the donation to the event. Jessica can be reached via text at 541-221-0480.

Executive Committee Seeks New Members

Your ONA SHMC RB/UD Executive Committee is accepting nominations for vacancies. This committee conducts the day-to-day business of the local bargaining unit. The work of this committee includes: participation in monthly executive committee meetings, monthly labor management committee meetings, and participation in unit reorganizations. They are responsible for coordination with the grievance, staffing, and PNCC committees. They also set goals and develop strategic plans for the local bargaining unit. The Executive Committee becomes the bargaining team during contract negotiations with the ability to appoint additional team members to ensure adequate representation of nursing units.

You should have some experience as a unit representative, steward or other committee work before stepping up to this committee. The Executive Committee will set up interviews with interested nurses. They are able to appoint members prior to the next election.

If you would like to be considered or have questions, please email Laura Lay by 5:00 p.m. on May 18, 2018, by email at Lay@OregonRN.org.
Nicole Cantu, ONA Nursing Practice Consultant, will be at the Nurse Appreciation Event at RiverBend on May 10, 2018. She will be available to help you with your individual unit staffing plans. Bring a copy to the event and stop and talk to Nicole for assistance in developing these plans.

In addition, there will be training opportunities on May 16, 2018 12:30-2:30 p.m. at University Dt (room TBA); 3:45-6:00 p.m. at RiverBend, 200 FA and May 17, 2018 at RiverBend 11:30 a.m. -2:00 p.m. in 200 CD about staffing plans and the Nurse staffing law. If you are a UBC chair or on your UBC we encourage you to take advantage of this training! You don't have to stay for the whole time, bring your staffing plan with any specific questions you may have. If you are interested in attending any of these trainings please let us know! Please RSVP to Maureen Smith by email at Smith@OregonRN.org.

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**Be Part of the ONA Nurse Leadership**

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<tr>
<th>Session</th>
<th>Date</th>
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<tr>
<td>#1</td>
<td>Friday, Sept. 14 (evening only) Saturday, Sept. 15 Sunday, Sept. 16</td>
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<td>#2</td>
<td>Friday, Oct. 26</td>
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<td>#3</td>
<td>Saturday, Dec. 8</td>
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<td>#4</td>
<td>Friday, Jan. 18</td>
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<td>#5</td>
<td>Saturday, March 2</td>
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<td>#6</td>
<td>Saturday, April 13 Sunday, April 14</td>
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ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI
Support Your Local Docs

As this newsletter goes to publication the Sacred Heart hospitalists (aka Pacific Northwest Hospital Medicine Association) are still in mediation with SHMC. The doctors are pushing back on proposed sub-contracting language that they believe poses a threat to the integrity of the bargaining unit. It is difficult to know where things will land with the current mediation sessions. The doctors are prepared to file a 10-day notice of an informational picket if necessary. Your support will be critical should the doctors decide to hold a picket. Stay tuned for updates on how you can support the docs.

Further Your Education with OCEAN

Find free and discounted continuing education (CE) courses designed for Oregon RNs and NPs through the OCEAN online learning system.

Select a new course from dozens of relevant topics that will help you expand your practice and grow in your profession.

OREGAN CE courses are:

- Accessible
- Self-paced
- Affordable

OregonRN.org/OnlineCE

Brought to you by the Oregon Nurses Association.

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. If ONA emails is in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe 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.
Please join us as we celebrate
National Nurses Week!
Great food, raffle drawings, and 
ONA goodies!

Sacred Heart
University District
Monday, May 7
0530-0630  0930-1030  1700-1800
ONA will deliver to the units

Sacred Heart
Home Care Services
Wednesday, May 9
  0700-0900
Courtyard or lobby, depending on weather

Sacred Heart
RiverBend
Thursday, May 10
  0700-1800
RiverBend Conference Room 200 ALL

2018 National Nurses Week is May 6-12