The Oregon Nurses Association (ONA) has elected Lynda Pond as its new president, marking a significant step forward in the organization's efforts to advocate for front line nursing staff at Sacred Heart for many years. Lynda has been a strong advocate and a passionate voice for front line nursing staff at Sacred Heart for many years. She was on the negotiating committee in 2002, 2010, 2012, 2014 and 2016. She was one of the founding members of the nurse staffing committee at Sacred Heart and was instrumental in the passage of the first Nurse Staffing Law - HB 2800 – that gave rise to staffing committees across the state. Lynda’s been chair of the professional nursing care committee (PNCC), served on the grievance committee and the new health benefit review committee. It’s hard to come up with a committee that Lynda hasn’t been involved with over the years! Our local executive committee already misses her wit and wisdom, but we know where to find her if we need her assistance.

Lynda stepped down from her role as charge nurse in Labor and Delivery last year and is now a staff nurse in the unit. She’s been a nurse in labor and delivery for 30 years and will remain in her unit as a per diem to free up more time for her work as the ONA president. As president, she will lead efforts to implement ONA’s new strategic vision; which include setting organizational goals, developing and funding programs. Lynda will work to empower nurses to be advocates for positive changes throughout Oregon’s health care systems and communities.

Go, Lynda!

If you’re inspired by Lynda’s story, go to the ONA webpage https://www.oregonrn.org/page/2019election to learn more about leadership opportunities at the state level in ONA.

## ONA Pre-Negotiation Surveys – Deadline Extended through 4 p.m. on Dec. 4

We’ve extended the deadline to complete your pre-negotiation surveys! It is critical that we hear from our members in order to develop proposals to address your concerns. Remember units with the highest percentage of participation receive a prize!

Follow this link to the SHMC survey.

Follow this link to the SHHCS survey.

Or go to your ONA webpage and follow the link there.
Nominations are open for the ONA Sacred Heart Medical Center negotiating team from now through December 7. The ONA executive committee can appoint up to four additional members and two alternates to negotiate the next contract. If you care about making Sacred Heart a better place to work and a hospital that provides quality care for our community – we want you on the team! We especially need nurses from the Med/Surg units at RiverBend.

Contact Maureen Smith, Smith@OregonRN.org if you’re interested in being part of the team. We’ll set up a time to interview with the executive committee.

Riverbend Reorganization: Wrap-Up and Impact on CNs

The RiverBend reorganization implementation began in late October. Charge nurses had to make difficult decisions about whether they would stay in their position with an increased shift length of 12-hours or look at other opportunities that maintained hours of work that were more beneficial to them and their families.

One of the charge nurses that made the tough decision to leave her position is Dana Henry. We asked Dana to share her thoughts about leaving her position as evening shift charge nurse on the oncology unit. We would like to thank Dana for her work on the RiverBend nurse staffing committee and being a leader in her unit.

Statement from Dana: “I have been a nurse for 13 years and have worked for PeaceHealth on the same unit that entire time. I only moved from Medical to Medical/Oncology during the re-org at the opening of Riverbend. I considered myself loyal to PeaceHealth, and was fully vested. I was very involved in committees, being active in unit council for 10 years and the chair for two years. I also was on nurse-pharmacy committee for the last five years and on staffing committee for nearly two years, most recently acting as co-chair.

Over the years, I volunteered for the role of SuperUser for various roll-outs, including the transitions to barcode med administration and CareConnect, and was an oncology subject matter expert during the CareConnect build, as well as part of the optimization process for oncology infusion after go-live. On the unit level, I have been very involved in quality and process improvement projects. Most recently, a fellow nurse and I put together and taught the oncology core curriculum class, a 2-day oncology certification review course. While at PeaceHealth I also attained a Medical-Surgical certification, an oncology certification, became chemotherapy trained, and achieved expert level during the first round of the professional nurse advancement program. As a charge nurse, I was a mentor to the nurses on oncology, and those who I worked closest with have told me I was a valuable asset to the unit. I considered myself committed to PeaceHealth and its goals.

However, last spring things started to change. It began with thinking my position was in jeopardy as administration began re-org negotiations. Their initial proposal was to keep only two-thirds of the charge nurses on each unit and force everyone to 12-hour shifts (I was on the bottom of charge nurse seniority on my unit). Then it changed to keeping all of us, but still force 12-hour shifts. Needless to say, it was a very stressful and emotional spring and summer. During this tumultuous time, it caused me to really dig deep and evaluate what my goals were as an oncology nurse. What I wanted to do, and what I didn’t want to do. I knew that even if I convinced myself and my husband that I should at least try 12-hour shifts, that it would be extremely challenging with the long stressful days with not enough sleep, and poor work-life balance for me and my family. I also was concerned about the potential compromise to quality patient care with the long days. It was not a sustainable long-term plan and wasn’t what I wanted out of my nursing career. I didn’t want to dread going to work every day. It seemed ironic that emails lately always began with “Dear valued charge nurse”. Overall, it

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was a very difficult decision to leave PeaceHealth and take severance, but I strongly believe it was the best decision for me and my family, and I look forward to the future of my nursing career. I will greatly miss the co-workers that I have built relationships with over the years, and my manager who was my mentor and friend.”

ONA Members Who Want to Get Involved and Help Your Bargaining Team During Negotiations

There Is A Great Opportunity to Do Just That!

The Contract Action Team (CAT) is the vital link between the union’s bargaining team and the membership. CAT members are responsible for being in regular contact with their unit or program about the contract and bargaining.

The CAT is a small commitment but is a great way to gain the contract ONA members deserve.

- The **Contract Action Team** is made up of ONA members who are responsible for working with the bargaining team during the contract campaign.

- The purpose of the **CAT** is to organize our membership to give us strength on our issues and engage as many members as possible.

- **CAT** members work with bargaining team members and serve as the communication tool on what's happening at the table.

- **CAT** members talk one-on-one with co-workers and give feedback to the bargaining team.

- **CAT** members write and distribute fliers, plan strategy and actions, and recruit new leaders.

If you are interested in joining the CAT team and/or want to find out more please contact Stanley Young: [Young@Oregonrn.org](mailto:Young@Oregonrn.org)

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Receive 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.

Join ONA nurse practice consultant Nicole Cantu for an educational workshop on staffing plan writing. In this workshop, you will learn:

- **Requirements of a Nurse Staffing Plan**
- **Best practices for staffing plan writing**

Participants are encouraged to bring their unit’s staffing plan to this interactive workshop.

Three CE hours will be awarded for participation in the full workshop and completion of an evaluation form.

RSVP at [www.OregonRN.org](http://www.OregonRN.org) or contact [Practice@OregonRN.org](mailto:Practice@OregonRN.org)


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