Save Your Receipts! ONA Set to Bargain Over Impacts of Changes to Health Insurance

If you have incurred extra cost to see a provider due to the changes to your health insurance, save your receipts. ONA intends to seek reimbursement for those expenses as we head to the table to bargain over the impacts of those changes. We have heard from many that the changes to their health insurance coverage has resulted in real hardship and interruptions in care for them or their families. We are finally closing in on dates for these negotiations and will be inviting members to observe the virtual meetings. If you have experienced an increase in costs or have lost access to a provider because of the new plan changes, please reach out and share your story with us. We will use these examples in our negotiations with PeaceHealth without revealing anyone by name. Send your story to your ONA labor rep Claire Syrett at Syrett@OregonRN.org.

Bullying and Incivility Survey Results from Cultural Transformation Committee

Thank you to everyone who took the time to respond to the second Bullying and Incivility survey sent out by the Cultural Transformation Committee (CTC.) The results are in and it looks like we are making progress. Overall, the culture of bullying and incivility from peers and management has gone decreased. But we have also identified some new concerns. This information has already been shared with upper management in the CTC.

- Bullying from a non-management co-worker FELL from 58% to 40%.
- Bullying from someone in leadership FELL from 60% to 45%.
- Fear of retaliation for not documenting missed meals and breaks FELL from 43% to 21%.
- Feelings of being supported with proper resources INCREASED from 26% to 56%.
- Documenting missed meals and breaks INCREASED from 26% to 56%.
- Working on documentation after clocking out INCREASED from 25% to 72%.
- Fear of discipline for finishing documentation on the clock INCREASED from 31% to 59%.
- Feeling retaliated against for filling out a staffing request and documentation form (SRDF) or voicing safety concerns INCREASED from 27% to 58%
- The next six questions were ranked 1 to 10.

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Bullying and Incivility Survey Results (continued from page 1)

- The feeling that leadership respects your professional judgement INCREASED from 5.09 to 5.69.
- The feeling of support by SHMC INCREASED from 4.5 to 5.16.
- The feeling that the culture of SHMC is healthy or toxic FELL from 5.93 to 5.17.
- How often you feel your license is at risk FELL from 4.65 to 4.17.
- How often you experience moral injury FELL from 6.51 to 5.46.
- How often you experience burnout FELL from 6.51 to 6.40.

The work of the CTC appears to be helping. ONA nurses and Medical Center management have been working for over a year now to roll out workshops and programs to transform Sacred Heart into a facility where nurses never want to leave. Progress has been made, but we clearly have some work to do. No one should feel intimidated at work by peers or management. Those numbers need to get closer to zero, along with nurses not feeling like their licenses are at risk so often.

The big shock for us is the increase in the fear that seems to have led to working off the clock to finish paperwork. There is also an increased feeling of fear around completing SRDFs and reporting safety concerns. This is not acceptable! We are working with management to figure out how to get the word out to reverse these trends. Nurses need to stay on the clock while they do their paperwork WITHOUT fear of retaliation.

Nurses should feel confident that completing an SRDF and reporting other safety concerns will result in collaborative, solution-driven conversations. There should be no fear of retaliation. Your nurse representatives on the CTC will continue to work to address these issues in collaboration with Sacred Heart administration. We feel confident we can continue to improve the workplace culture.

The best news from this survey is that 73 percent of the respondents “feel ready to help the Hospital implement system-wide quality standards systems intended to improve nurses satisfaction and patient outcomes.” That is a significant number of nurses that are ready to help out! It gives us the hope that we are gaining momentum changing the culture of Sacred Heart for the better. If you are interested to know more or you need to report something, please reach out to your unit steward or an ONA officer so that they can help you.

Second Unfair Labor Practice Charge filed at Sacred Heart Home Care Services

ONA has filed its second unfair labor practice (ULP) against Sacred Heart Home Care Services (SHHCS) alleging retaliation for concerted union activities. The retaliation is related to the director forums that SHHCS has been holding recently. These are a virtual platform created to increase communication with staff during the pandemic and to encourage staff to come ask questions of leadership. A number of our nurses and nurse leaders were in attendance at a recent directors forum and asked questions about some issues that were important to them and their coworkers.

One topic that they asked about was the petition that was signed by 75 percent of members and sent to the director, that up to that point had been ignored by nursing leadership. The concerns presented in that petition were ongoing and remained unaddressed. The second topic was around the wound ostomy and continence nurse (WOCN) scholarships that ONA had been attempting to bargain with SHHCS until the Agency abruptly rescinded the offer after months of providing no response to ONA.

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Second Unfair Labor Practice Charge (continued from page 2)

The nurses and nurse leaders in this forum respectfully asked about these topics in the chat box during the meeting. At some point, Director Mary Allred asked to defer those topics to another meeting. In the days following that forum some of the nurses and nurse leaders that asked about these two topics were asked to meet with the PeaceHealth System Vice President for Community, Bryan Stewart, SHHCS Director Mary Allred, and their immediate supervisor to discuss their conduct in this meeting.

ONA attended these meetings with the nurses. Bryan Stewart started these meetings by presenting each nurse with the code of conduct policy and asking if they understood the policy. He then went on to express his concern over the questions the nurses had asked in the director forum. The nurses felt intimidated by being asked to meet with this level of leadership for simply asking questions in a meeting set up to ask questions. These nurses also felt as though this action by SHHCS might be retaliatory for their involvement in the concerted activity escalating concerns over the past year.

Your ONA labor leaders were also very concerned that these meetings were held at all. ONA members have the right to ask questions and expect a response to reasonable inquiries. We will not tolerate our members being treated this way. You have rights as a union member and we believe this action by SHHCS constituted an Unfair Labor Practice, so ONA filed a formal complaint with the National Labor Relations Board which is investigating. We will keep you posted on the outcome.

SHHCS Professional Nurse Care Committee (PNCC)
Election Re-opened

Due to a technical error that allowed people to complete their vote without providing their name, the Home Care Service PNCC election is being re-opened for two weeks. Please be sure to enter your name when you vote. It won’t be linked to your votes but will allow ONA to validate that only members voted. Thank you.

[Click here](#) to vote!

Were You Required to Quarantine for More Than 14 Days – ONA Wants to Know

ONA is working to get information related to members who were required to quarantine more than 14 days by Employ Health. While our efforts to obtain the names of impacted members from Sacred Heart continue, if you are one of those members please reach out to us. We are working to ensure that members are made whole for any loss of wages or paid time off (PTO) due to what might have been an excessive length of quarantine.

While every case is unique, we are committed to ensuring that all nurses are treated fairly and not made to quarantine for lengthy amounts of time if it is not warranted by the facts. For example, we advocated for a nurse whose spouse had COVID-19 (and recovered) and who was made to quarantine for 21 days by Employee Health.

This was in spite of the fact that the nurse was vaccinated and had negative COVID-19 test results. Such unreasonable decisions by Employee Health can be challenged if we are aware of them. You can share your experience by emailing ONA labor relations rep Claire Syrett at [Syrett@OregonRN.org](mailto:Syrett@OregonRN.org).
Biovigil Demand to Bargain

ONA has issued a demand to bargain over the implementation of the new Biovigil program that monitors and tracks whether or not caregivers are following proper hand hygiene. This demand to bargain covers SHMC, the hospitalists and Peace Harbor Medical center. ONA members have numerous concerns over this new program including if it will be used to track people’s movements and if members will be subject to discipline based on the data the system gathers. Our first negotiation session is scheduled for Friday, April 30.

Nurse Stewards Achieving Positive Outcomes

Your steward council captain, Nancy Deyhle, and other nurse stewards have been hard at work. In recent months they have been providing support to nurses in investigatory meetings and filing grievances over corrective actions that your union believes are unfair and violate your contract. We have seen some positive outcomes of the efforts that Nancy, in particular, has been making to ensure fair treatment for ONA members.

One case stands out as the resolution not only reduced a written corrective action to a verbal warning, it also prompted Heather Wall, Chief Nursing Officer (CNO), to ask the nurse to help her and her manager develop unit-level education on some aspects of EPIC that were previously not clearly understood. There have been other cases involving issues with EPIC and nurses being accused of inappropriately accessing patient records in which the nurse was not aware that the action they were taking in the program was opening a patient record.

We hope that this effort to educate all involved in dealing with EPIC which includes nurses, managers and Organizational Integrity will reduce the risk of a nurse being erroneously accused of accessing a record in violation of the Health Insurance Portability and Accountability Act (HIPPA.)

In another instance, your ONA labor reps were successful in finally resolving an issue of per diems wrongly being low censused before nurses who had been floated from other units. This situation was resolved without filing a grievance and resulted in several per diem nurses receiving pay for the shifts from which they were low censused out of order.

The resolution took a long time due to staff turnover in PeaceHealth human resources department, but finally the nurses impacted have been made whole. ONA would not have been able to address this situation if per diem nurses had not reached out. If you believe that low census or other contractual processes are not being followed on your unit, reach out to a steward or a labor rep so we can investigate and seek a remedy if there is a contract violation.

SHMC PNCC Election Results

Congratulations to our new PNCC members.

With all the changes underway at Sacred Heart we are thrilled to have four new members and five new alternates on the committee! Each new member will serve a two-year term. If someone needs to step down before their term expires, an alternate will step in as necessary.

Please welcome Jamésa Armstrong of Labor & Delivery, Krissy Pineda of OHVI 4, Desiree Steinbach...
Preceptor Survey – Next Steps

Thank you to all of the preceptors who took the time to respond to the survey your executive committee sent out recently. Your feedback was incredibly valuable as your executive committee seeks to improve support and working conditions for those of you who precept. The results were shared with management during our April labor management committee meeting and led to a good discussion about the need to address the issues raised in the survey. With the high number of new grads entering through the new resident program, support for preceptors is a priority topic for your executive committee to address.

ONA Statewide Elections Open – SHMC Nurses Step Up to Serve

The statewide ONA elections are now open and your SHMC leaders are on the ballot. Jennifer Fain who serves on your executive committee and chairs the SHMC Professional Nurse Care Coordinating Committee is running for a seat as an American Nurses Association (ANA) delegate/alternate. Kevyn Paul, who serves as vice chair of your executive committee and serves on the ONA Labor Cabinet is running for ANA delegate/alternate as well as for American Federation of Labor - Congress of Industrial Organizations (AFL-CIO) delegate. Chris Rompala who is your executive committee chair and also serves on the Cultural Transformation Committee is running for ANA delegate/alternate, a position on the ONA Cabinet on Organizing and AFL-CIO delegate. With retired SHMC nurse, Lynda Pond, currently serving as ONA president, it is great to see strong representation from SHMC members in this year’s nominations. Having members of this bargaining unit active and involved at the state level with ONA is an achievement all SHMC members should be proud of.

Click here to learn more about the statewide elections and to vote.
Advanced Practice Nurses Reach Agreement to Join Hospitalist’s Bargaining Unit

Early this month, ONA reached an agreement with PeaceHealth on the memorandum of understanding that is the final step in bringing the APRNs into the Pacific Northwest Hospital Medicine Association contract. This small group of professionals had been subject to many challenges which non-represented workers face that finally spurred them to take action and join the union. Now they will have the protection of the contract which will bring them certainty regarding wages and other compensation, due process protection, and other benefits enjoyed by union members. Congratulations to the APRNs on reaching this important milestone!

Reflections of 35+ Years of Service - Nadine Powell Says Farewell to Sacred Heart

I came to what was then Sacred Heart in 1975 as an Aide from a nursing home in Junction City. I started on the old 4 South which was a medical floor whose furthest east end housed a 16-bed specialty unit named Special Services. It was a tightly run isolation unit which housed burn patients, and, where the mysteriously ill, young gay men went.

By 1979 I had obtained my RN having worked and done my clinical rotations over those four years throughout the hospital. In the early 1980s I was working front line in the HIV/AIDS epidemic. The hospital then was a gentler place largely in part because of the Sisters who ran it. A favorite memory is the Christmas parties the Sisters, along with a large volunteer staff, gave to all the employees down in the basement. Tables and tables of homemade goodies and wonderful food were laid out for us.

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For a number of years, I floated usually always working the swing shift so it didn’t interfere with my running! I can remember when Ortho was located on the north east fourth floor, four bed wards with no air-conditioning. Then for a number of years I worked Oncology. I would be asked, “Isn’t it depressing working around people who are dying?” and I’d say, on the contrary. Because they knew how precious life is, they taught me to appreciate my life more. They were role models of courage and great dignity. They were the best to work with and learn from and love. More and more I found it easier to show them affection and feel like they were family.

Then there came a number of years I was away from the hospital trying out other avenues of nursing. Agency work took me to all the hospitals in Corvallis. I worked some for the county. I liked the change.

In 2008 I was rehired. By this time the hospital had changed a great deal. The rhetoric of compassion was still front and center, but the sense was the real focus was on profits, liability, and reputation. Data became hugely important to get recorded in the computer. Protective aides had their positions eliminated. Pharmacy services were cut. There were many changes in management. Staff wasn’t as happy as back in “the good old days.”

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COVID changed the facts of life for a lot of people in a lot of ways. Despite being told by management that UD was a COVID-free workplace, I became hesitant to pick up shifts (having gone to per diem status years before). In March I would have marked my 35th anniversary. It was the right time to give my notice.

I came into nursing during the HIV/AIDS crisis, and my last shift was helping in the historic COVID vaccination clinic. Rather like book ends. I am grateful to the union for their efforts on my behalf as well as for their generous words concerning my retirement, and the beautiful flowers they had delivered to my home.

“You saved me once, and what is given is always returned. We are in this world to help one another.”

- The Adventures of Pinocchio, C. Collodi, 1883

With much Metta,

Nadine Powell, RN

Nurses Day Celebration Set for Thursday, May 6

Your executive committees at both SHMC and SHHCS are working to deliver something special to members to mark the occasion. For Riverbend and University District nurses, deliveries of delicious Mad Batter Bakery cookies and Davey’s Chocolates, two locally owned small businesses, will be made to unit break rooms for all shifts. Home Care Services nurses can look forward to receiving a gift card for Merakis Coffee House, also a locally owned small business located in downtown Eugene on Willamette Street. Enjoy your treats and Nurses Day!

Bargaining Unit Leadership Conference, June 25

This year’s Bargaining Unit Leadership Conference will look at the concept of Bargaining for the Common Good (BCG), how it impacts bargaining in health care, how it impacts our communities we care for, and how ONA might utilize these concepts to further our commitment to diversity, equity and inclusion (DEI) in the future.

Bargaining for the Common Good is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, social justice advocates and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Join us virtually for ONA’s 2021 Bargaining Unit Leadership Conference, Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Continuing Education

Limited continuing nursing education contact hours will be available.

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

Registration is open through May 26. Visit www.oregonrn.org/event/2021BULC to register.
ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training