PTO Program Changes Delayed Until 2021

In our last contract the hospital changed the PTO program in a way that would pay holidays when they occurred instead of putting those hours into PTO banks.

ONA began asking questions about the implementation of this program in July, wanting some additional details about paid time off (PTO) cash-outs and general education and announcement of the program.

Due to an inability to rollout the program with proper education and notice to all St Alphonsus Health System staff, the hospital has agreed to delay implementation of this program for one year.

This means that the current PTO program will remain in effect with the same level of accruals and maximum bank until Dec 19, 2021.

Click here to view the PTO change MOU or go to www.OregonRN.org/94 and follow the link.

SAB/ONA Updates

Message from the Chair, Alyson Rino:

Hello SAB RNs,

In an effort to keep everyone as informed as possible we will be trying to send out quarterly emails/newsletter with updates and news of what has been going on in our hospital. I would like you all to be kept up to date on developing issues and positive goings-on!

The summary on page 2 follows from the beginning of the year, it also includes continued on page 2

PPE Committee

ONA worked with many healthcare stakeholders and unions to develop a rule of the Oregon Health Authority mandating that every hospital form a personal protective equipment (PPE) committee.

This committee must have as its members, direct care staff. Meaning that it cannot consist solely of management representatives.

In Baker City, the nurse representative on this committee is Becky Sanders. Please thank Becky for agreeing to serve and also, reach out if you have questions or concerns related to PPE.

Your SAB LMC

- The Labor Management Committee (LMC) are members of the union and administration. We meet to discuss issues that arise and aren't already addressed by the contract. Currently, we are meeting monthly on the fourth Tuesday of each month at 8:00 a.m.

- LMC members at Baker City are: Alyson Rino, Jenna Hall, and Jaqqi Herrera. If you have something that you would like discussed, please see one of us!
updates from our LMC meetings, which we now schedule monthly! Our next meeting is Oct

LMC Meeting Feb. 25
- Agenda: sitting policies and pool, M/S breakroom (restful spaces) and PRN RN requirements
- Discussed current practices/procedures around sitting with HR and hospital admin, lots of confusion surrounding what we’re supposed to do/are currently doing
- RNs want clear process surrounding report and expectations of sitting
- Talked about the possibility of developing a sitter pool in attempts to remove some burden off nurses to act as sitters
- Will need to follow-up on these issues at June LMC (specifically sitting and M/S breakroom)

New Per Diem/PRN requirements to follow updated contract language
- Sent out memo to all PRN RNs

March: COVID-19 rears its ugly head and changes the game for all of us
- ONA/SAB executive team and ONA labor rep Ateusa Salemi started weekly calls to provide updates during COVID crisis
- Discussed staffing issues, PPE issues, patient and RN safety
- These meetings have given executive team the opportunity to share stories, complaints, concerns of other hospital staff members
- These meetings continue, now on a bi-monthly basis. If you have any issues please share them with a member of your executive team and we can talk about them and attempt to find a resolve

April: The roll out of new Low Census Tracking tool which is accessible to ALL RNs
- We felt this was a big win as there were lots of staffing concerns with low census fairness and tracking
- This new process provides transparency and we feel easy to understand

Because of COVID-19, EPIC will not Go-Live as expected, no more PTO blackout for 2020, WOO HOO!!

May – June: MOU and PNCC
- Letter of Understanding regarding PTO changes, click here to view the PTO change MOU or go to www.OregonRN.org/94 and follow the link.
- Requests of one or two days must be submitted 14 days prior to posting of final schedule (five weeks in advance)
- Three days or more of request must be submitted seven days prior to posting of draft schedule (eight weeks in advance)
- Working to renew our PNCC
- PNCC is a group that makes recommendations related to best practice and evidenced based research to improve patient care
- If anyone is interesting in being part of this committee, please reach out to Jenna Hall or Alyson Rino
- We plan to meet quarterly at a minimum, these are paid meetings

July: PNCC’s first meeting accomplished getting a new Med/Surg Breakroom/Restful space
- This in addition to the current kitchen
- Will be Dianne’s old office; more to come!!!

August: Discuss more around safe patient moving equipment, PPE committee up and running

September: we met to review staffing in the surgical department separately from LMC
- LMC meeting we brought up concerns about the air bed request process not being clear, checked in on staffing issues and heard that the hospital has concerns about inconsistent use of the acuity tool.

If there is something outstanding that I have not mentioned or you would like to be a topic of discussion at our next LMC, please don't hesitate to reach out to Alyson Rino (Arino@nnu.edu (208)-965-3951) or Ateusa Salemi (Salemi@OregonRN.org).