PTO Program Changes DELAYED until 2021

In our last contract the hospital changed the paid time off (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 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 Hospital Systems 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.

To view the PTO MOU click here or go to www.OregonRN.org/64

ONA Wins Unfair Labor Practice

ONA Wins Unfair Labor Practice complaint against Saint Alphonsus Medical Center

Almost a year ago, your tech colleagues in Baker City filed to join ONA and form their own union. As soon as they filed, hospital administration and system leaders began a campaign to pressure them to vote no.

Some workers were subjected to as many as four individual meetings with hospital executives, even being called at home by the hospital president or pulled from direct patient care by the system president. At the time, ONA filed a complaint against the hospital detailing this illegal, anti-union behavior.

After several months of investigation the National Labor Relations Board (NLRB) ruled in favor of the ONA techs, finding that the hospital did behave illegally.

Notices were emailed to the tech employees and must remain posted prominently, where staff can see them for the next 60 days! Solidarity works!

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 Ontario, the ONA nurse representative on this committee is Rhonda Kenny.

Please thank Rhonda for agreeing to serve and also, reach out if you have questions or concerns related to PPE.
Contract Education Update

Article 6 Seniority: 6.4 Posting of Vacancies
This article describes the process for posting new permanent positions and any temporary position that is expected to last longer than 60 days.

Internal applicants and those with seniority have preference to positions. If you are interested in moving positions or units, you should review the language regarding job postings and seniority in the full contract.

If you have questions, please reach out to your executive team or labor rep.

To view the current SAO contract click here or go to www.OregonRN.org/64

Make Our Union Stronger by Becoming a Steward

Are you interested in learning more about representing your coworkers, problem-solving workplace issues, welcoming new members to their union, and building our union's overall power to make improvements for nurses?

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 colleagues' questions and discuss concerns and help keep every nurse up to date on important union activities.

Register today to participate in a virtual steward training, Saturday, Nov. 7, 9 a.m.-1 p.m.

More steward training dates are being finalized for December.

Visit www.OregonRN.org to learn more.

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?
The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF
If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse's responsibility to forward a copy of the completed form to the nurse manager and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org