ONA Prevails in SHHCS Association Grievance

After a great deal of work and consideration, your ONA/SHHCS leadership achieved a satisfactory resolution to the Association Grievance we filed over the treatment of your elected leaders by PeaceHealth administration last year.

The grievance arose out of actions that local and system administration took against four elected ONA nurse leaders following the Directors forum held in February of 2021 with Mary Allred to ask questions and share concerns. It was all virtual and nurses were asked to put their concerns in writing in the chat. These leaders Allison Hyder (PNCC), Becca Coons (PNCC), Desi Atwater (Executive Team), and Alicia Harrison (PNCC Chair) and a number of our ONA nurses and others attended this forum. Among other things, they asked questions respectfully in the chat as requested about the lack of response to a petition that 75 percent of the nurses at SHHCS had submitted to administration escalating grave concerns about current conditions at SHHCS and about the CWON scholarship program that had abruptly been ended by Mary Allred. The questions raised by these nurse leaders were not answered but deferred to a meeting for a later time.

In the weeks following the forum these nurse leaders were called in individually to meet with their managers, the Director at the time Mary Allred, and the Vice President of Home & Community Bryan Stewart to discuss their code of conduct in the directors forum. All four nurses made sure to have ONA representation with them during these meetings. No other nurses that asked questions in the forum were contacted. Each of the individual meetings began with administration asking the nurse if they were familiar with the PeaceHealth Code of Conduct policy and if they understood it. Administration then went on to read a portion of the policy aloud to each nurse and discussed the expectation of respectful communication. Then they asked the nurses about their specific comments in the chat.

These nurses were serving in their capacity as your leaders and their questions were protected activity. These meetings felt like retaliation and that they were intended to intimidate. Nurses felt bullied and that this was an attempt to silence them.

The nurses immediately met with their ONA labor representatives and decided to file an Unfair Labor Practice with the National Labor Relations Board and an Association grievance for the violation of their rights and discrimination around the protected union activity they had engaged in.

These processes have been grueling for these leaders, emotionally exhausting to rehash, and required a significant amount of their personal time but it was necessary, and we are all thankful for their sacrifice to build our strength and to uphold our hard-earned rights.

We are happy to report after over a year of working to hold management accountable to their actions towards our nurse leaders that we have reached a resolution. The nurses received a response from administration about the meetings that occurred, acknowledging
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some of the concerns, and conveying commitment to respecting our leaders and their work going forward. It was very difficult to articulate exactly what we needed to make this right, but we knew that we needed management to know that their behavior was not acceptable and that we will not tolerate this kind of treatment.

These leaders were very passionate about seeing this process through on behalf of all of you. They made sure that what happened to them, and what they went through, will never happen to any of our nurses again. When you see them, thank Allison, Becca, Desi, and Alicia for their unwavering commitment to their roles as leaders and advocates for all of you.

PNCC Corner

Education Funds: Pooled funds are still available for any educational opportunity that contributes to your nursing practice. Consider submitting an education funds request for: a professional organization membership, a study guide, textbooks, online CEUs, certification fees and renewals, conferences including those that are online or virtual, or any other opportunity you feel would support your nursing practice. All submissions are reviewed/approved by PNCC.

Complete an education request form located outside Terre Bagnell’s office then place it in the manilla envelope in first floor HI office on the bulletin board to the left. You will then receive an email from PNCC with further instructions.

Home Health & After-Hours Concerns: PNCC members have been involved in ongoing meetings with management and administration in regard to the ongoing issues and concerns with Home Health staffing and after-hours nurses covering both home health and hospice. Currently night shift is covered by 1 nurse for approximately 600 patients! Our agency is outgrowing our current after-hours coverage, our night shift traveler nurse is leaving in April with no one to fill that position. This is an added burden on all nurses in both departments to cover the vacant positions. Nurse leaders are asking for a staffing redesign with each department covering their own afterhours to support best practice. Talks are in progress, please reach out to your elected leaders on the PNCC, staffing task force, or the executive team to offer your valuable clinical input. Not sure who your elected leaders are? Click here.

Staffing Requests and Documentation Form (SDRF): Thank you to all who have taken the time to complete an SRDF which provides valuable data for management to help substantiate staffing needs.

An SRDF should be completed if you have notified your supervisor an assignment exceeds what can be completed in your shift including breaks and a meal and no agreeable modification or plan is made resulting in mandatory overtime. Online forms can be found follow this path on the intranet: Crossroads-Clinical-Home Care-SRDF.

SRDF education to staff is planned for the near future so stay tuned. THERE IS NO RETALIATION FOR SUBMITTING AN SRDF.

OSBN Training: Gretchen Koch with OSBN is scheduled to present Nursing Practice Education based on Scope and Standards of practice by RNs working with clients who reside in Board Defined Community Settings. This should be of great benefit for all nurses regarding what we can delegate to caregivers/when formal delegation is required. There will also be education regarding RN delegation to LPNs.

This is the third out of four requested OSBN training sessions that the PNCC has worked diligently to secure for all Home Care Department nurses and your attendance time has been approved. This meeting may be recorded but the PNCC encourages all who can to attend in person to enable any questions to be addressed in a timely manner.

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Planned meeting is Wednesday, March 23, 2022 from 8:45 (0845) to 9:45 a.m. (0945). Look for the Teams invite in Outlook email.

As always the members of PNCC thank you for all you do to provide high quality care in these challenging times and situations. With our agency growing, the voice of front-line nurses needs to be heard in order to affect positive change to better serve patients, families, and nurses.

We strive to advise, implement and support best nursing practice in the home care setting by elevating your concerns and ideas working collaboratively with management and administration. Please reach out to any PNCC member with your practice concerns so we can address.

REMEMBER: Take your MEALS and take your BREAKS. Please do not ever work off the clock.

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**SHHCS Committee Vacancies**

We are looking for volunteers to fill vacancies on the PNCC and the Workplace Violence and Prevention Committee. This is a great opportunity to have your voice heard and to advocate for your co-workers and the patients you serve.

The Workplace Violence and Prevention Committee meets monthly on paid time. This committee is tasked with addressing issues that impact safety in your work environments. They collaboratively work towards solutions which could be new or improved policies, education or trainings that help benefit patient and staff safety.

We have a vacancy for one nurse from Home Health to join the team. If you are passionate about this type of work please reach out to Charlotte Miller (committee co-chair) or Laura Lay at Lay@OregonRN.org.

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**Professional Nursing Care Committee**

The Professional Nursing Care Committee (PNCC) is holding elections for three vacancies on the committee. The PNCC is a contractually created committee comprised of bargaining unit nurses that you elect.

They are responsible for the “coordinating constructive and collaborative approaches with the agency to problem solve regarding professional issues, work on issues related to the practice of nursing, work to improve patient care and nursing practice” (Article 17).

This committee makes recommendations to the Agency for ways and means to improve patient care. To accomplish this work in part, the committee reviews SDRF submissions as well as nursing administrator responses.

The committee also oversees the ONA Education Funds and the ONA contracted Tuition Reimbursement funds. Time spent in committee meetings is paid time. The PNCC meets monthly. The PNCC nomination form can be found online at:

www.SurveyMonkey.com/r/SHHCS22-PNCCnom
ONA Members Pay it Forward

The ONA/SHMC/SHHCS executive committees are excited to announce a new effort to help members support members as we all continue to deal with the impacts of the COVID-19 pandemic on our work and personal lives.

It has become apparent that PeaceHealth is not going to step up to provide any meaningful help to nurses despite the many sacrifices we have all made these past two years. Instead of continuing to wait for PeaceHealth administration to show some compassion, the executive committees have launched a Pay It Forward Facebook page where members can post requests for help or support and offers of help whether responding directly to those asking for help or just letting everyone know what support and resources they have to offer.

These can be small or significant needs, anything from helping run errands or walking the dog for someone who must quarantine to babysitting the kids for an evening so mom and dad can have a date night. Your team will help manage the site, but it will be up to individual members to connect with one another to ask for and receive assistance. We have all felt isolated and dispirited through this pandemic. This Nurses Pay It Forward campaign is an effort to strengthen our connections to one another and provide a tangible way to care for each other as we continue to feel the impacts of all that has occurred over the past two years.

Check it out and share the link on your own page. The more members engaging in this positive action to support each other the better.

Don’t be shy about posting your needs or offers of help. Together we can help each other not only survive but start to thrive again.


Big Legislative Wins in Salem

In less than 35 days, the 2022 Oregon legislative session made some historic investments that hold promise of making Oregonians healthier. ONA is pleased to report that all of our member-determined priority bills passed and are expected to be signed by the Governor. Below is a brief synopsis of the ONA-backed bills.

Nursing Workforce Omnibus Bill (HB4003) - Sponsored by ONA-member Rep. Rachel Prusak will support nurses and help address the state’s nurse staffing shortage.

Medicaid Redetermination and Bridge Plan (HB 4035) - Also sponsored by Rep. Prusak, this bill protects Oregonians who are underinsured and regularly go on and off Medicaid due to income fluctuations.

Treating Racism as a Public Health Crisis (HB 4052) - This bill creates a pilot program for two culturally and linguistically specific mobile health units to care for underserved populations.

Emergency Heat Relief (SB 1536) - After the 2021 record-breaking heat wave, this bill will provide vital assistance to Oregonians most at risk for heat-related illness, injury and death.

Farmworker Overtime Pay (HB 4002) - Oregon will be the eighth state to require overtime pay for farmworkers working beyond 40 hours in a week.

You can find detailed information on this legislation and stay up to date on all of ONA’s government relations news by visiting www.oregonrn.org/advocacy.
Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT)-Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.


Additionally, ONA will host two online clinics to help members understand PSLF, find out more about Summer and get the relief they deserve.

April 20 at 9 a.m.
June 6 at 4 p.m.


Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.

Substance Use Disorder

COVID-19 and short staffing combined with an already stressful line of work has put many frontline health care workers at risk of developing a substance use disorder (SUD). Most nurses do not seek help voluntarily because of the stigma of substance use and fear of losing their jobs. In fact, nurses don’t typically get treatment until the disease has drastically progressed.

Many resources are available for nurses who are struggling with SUD.

If you or someone you know needs help, contact Oregon’s Health Professionals’ Services Program to be referred for an evaluation.

The Nurse Assistance Network (NAN) aims to develop resources for nurses returning to the practice after seeking help for the substance use and/or mental disorder.
Join Us at the ONA Convention

The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is *Stand Up, Rise Up, Celebrate! The Power of Our Profession.*

The past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward. Together, we can **stand up** to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can **rise up** and build a better health care system that values caregivers and patients. Together, we can **celebrate** our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19).

**Featured Sessions**

- Empowering Nurses to Lead at Uneven Tables
- Beyond Diversity: Addressing Racism in Nursing for the Good of the Profession
- Advocating for the Nursing Profession
- Medical Misinformation and Vaccine Hesitancy
- and more!

**Continuing Education**

Two days of nursing continuing professional development credits will be available, up to 12.5 contact hours.

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

**Registration**

- Members: $125 for all three days
- Non-members: $275 for all three days

Registration is open through May 6.