

Staffing Committee Update

The nurse staffing committee did not meet in January, as there were no staffing plans to present and the committee remains at impasse over staffing plans for: surgical, ortho/med, neurology, OHVI 4 & 5, and both ICUs.

The ICUs are voting on their staffing plans and acuity tools currently and if the plans pass they will be presented at the February staffing committee meeting.

A subcommittee on acuity and nursing work intensity met on January 20 to work on standardized acuity and nursing work intensity. They will meet again on January 27 and anticipate presenting their work at the February meeting.

The Oregon Health Authority (OHA) continues investigating complaints and have yet to meet any of the timelines established in the law. The Nurse Staffing Advisory Board will meet on January 29 and OHA will present their plan to catch up on nurse staffing complaints.

Visit the OHA nurse staffing website by scanning the QR code or clicking the link below:



Contact OHA via email at: mailbox.nursestaffing@oha.oregon.gov for information on attending the meeting.

Keep filing OHA complaints for violations of your staffing plan or the ratios outlined in the law!

Finally, we have two vacancies on the nurse staffing committee for the cluster representing short stay, PACU, and endo and the cluster representing cath lab and cath prep and recovery.



Executive Committee

Chair: Chris Rompala
(OR)

Vice-Chair: Kevyn
Paul (ED)

Rob Sabin (ED)
Traci Benson

(Outpatient Endo)
Jess Detering (RIC)

Justine Head
(Cath Lab)

Amanda Stout (ICU)

Jessica Reed (OHVI 4)

Stacey Wetherell
(Oncology)

Labor Representatives

Laura Lay
Lay@OregonRN.org

Tizoc Arenas
Arenas@OregonRN.org

Malori Musselman
Musselman@OregonRN.org

Professional Nursing Care Committee (PNCC) Update

Safety in the Workplace

Are you anxious thinking about your workplace; do you fear for your safety and/or are you experiencing workplace violence or bullying?

ONA's campaign in 2025 is to reduce workplace violence through legislation and campaign events. Your PNCC team is concerned about the number and frequency of SRDF submissions that indicate an employee has been injured on the job. Workplace violence takes many forms, but all contribute to low morale, emotional, spiritual, and physical injury.

The PNCC team is interested in hearing about all forms of workplace violence that you are experiencing. Please provide a description of the incident that led to an injury and if appropriate, what the injury was. You are welcome to contact any PNCC team member regarding your concerns and/or experiences at work that negatively impact your work and life in general.

We especially appreciate hearing the story of what happened: the who, what, where and when, while still honoring HIPAA rules. The point of SRDFs is to be alerted to situations on your unit that occur in any unsafe situation. Even if your unit is within their staffing plan, acuity and delays in care, no second meal/break nurse, possible patient/staff safety concerns are certainly reasons you should file an SRDF. It is also helpful to fill out the form with all staff involved on the unit. We all know that after a shift like this, more charting is the last thing we want to do. That is fine. Submit it later in the week if needed. We still read and review each submitted form and the responses from management. This allows us to hone in on issues within your units and bring attention to these concerns.

Ongoing Issues & Updates from ONA

Stay updated with the latest issues and initiatives your union/organization is working on.

Below is a summary of key topics we've been addressing.

- Issued demand to bargain over:
 - Lactation Spaces
 - Symplr-time clock changes
 - Health and welfare: changes to health insurance
 - ED/house staffing
- PNAP denials d/t corrective action
- ULP filed on union buttons
- Re-establishing unit rep groups (ideal to have one per unit shift if interested contact: shmc.ona@gmail.com)



Cultural Transformation Committee (CTC) Updates

The cultural transformation committee continues working on our charter, goals for 2025, and writing our purpose statement. As the committee reflects on the vision for the committee's future, we have decided to focus on the themes of collaboration, respect, and belonging as crucial components of the culture we want to exist at Sacred Heart Medical Center.

Riverside Chats January 2025

Monday, January 20, 1700-1800
Wednesday, January 22, 12-1300

Riverside Chats February 2025

Monday, February 10, 1700-1800
Wednesday, February 12, 1200-1300

We are looking for new members to join the cultural transformation council. Please contact our chair, Bekah Hartzog, at rhartzog@peacehealth.org, or our co-chair, Traci Benson, at tbenson@peacehealth.org, if you are interested in joining our council.



LOBBY DAY '25

MARCH 19, 2025
8:30 AM - 5 PM



SEE YOU IN SALEM!

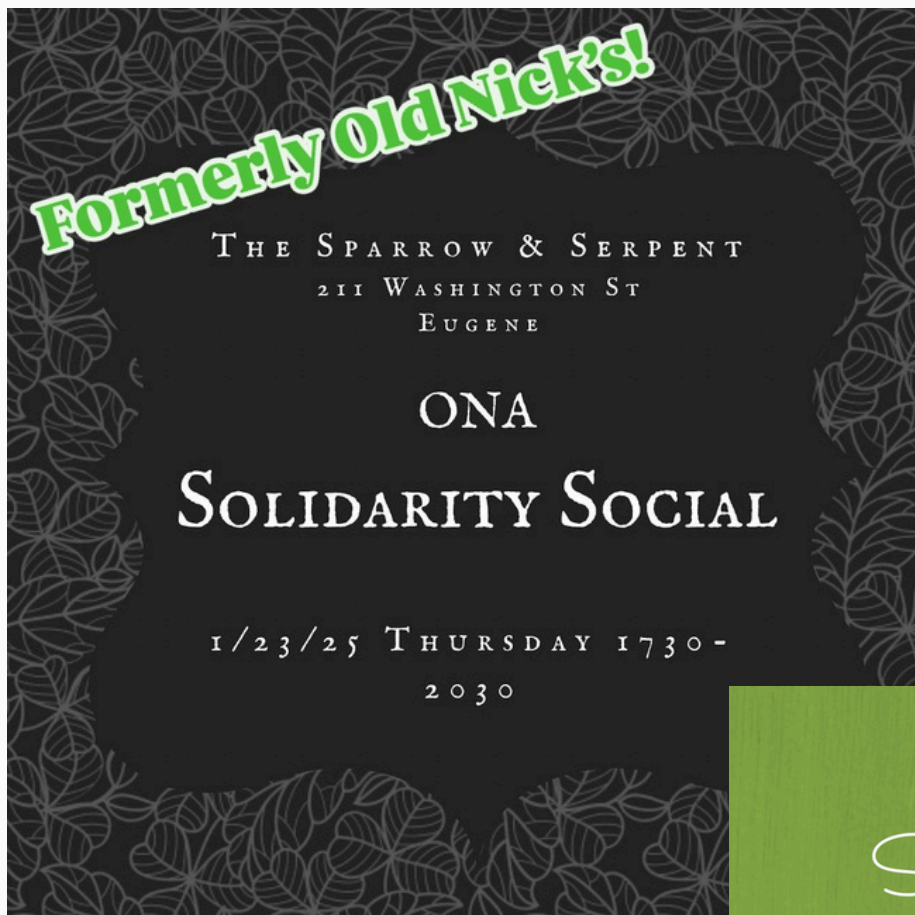
Join nurses and health professionals at the Oregon State Capitol in Salem this March to help us pass critical legislation to end workplace violence, improve staffing in home health and hospice, curb corporate influence in healthcare and much more!

BOOK YOUR SPOT

OregonRN.org/LobbyDay



SCAN



**Join us
for some
solidarity
socials!**



*Super Bowl
Solidarity Social*

AFT affiliates bowling night!

LANE 25
02/04/25
5PM-8:30PM
FOOD & BOWLING
ON US
RSVP strongly
preferred to
shmc.ona@gmail.com



A Member's Union
OSEA
AFT Local 6732

aft
Oregon

ONA Oregon
Nurses
Association
Caring for Oregon

 **OFNHP**
AFT LOCAL 5017