ONA has issued a demand to bargain over the impacts of changes to health insurance coverage that went into effect on Jan. 1, 2021.

We have been receiving reports from nurses that the changes in network coverage are leaving them scrambling to find new providers or figure out how to deal with the added cost of staying with their provider who are now no longer in-network. Many of these are mental health providers who have built trusted relationships with our members and cannot be easily replaced.

The stress of losing access to these important health care providers or facing huge increases in paying for their services is a double whammy to nurses trying to take care of their and their family’s mental health especially during this pandemic.

In September 2020, PeaceHealth sent ONA notice that they were changing their third-party administrator. The notice claimed that the new provider, UMR, would cover “a substantially equivalent provider network.” Given the issues we are hearing from members, we are not convinced that this is true. That is why we are seeking to bargain over the impacts.

Our goal is to make our members whole for any financial impact caused by these changes.

We need to hear from you if your provider is now out of network and the impact this is having on you. We don’t need personal medical details, only information about the barriers you are experiencing if you provider is now out of network. You can send your story to Claire Syrett, ONA labor representative via email: Syrett@OregonRN.org. Your personal information will not be shared with administration.

The PNCC is a powerful force for good that has made significant changes within our hospital, helping to spur deeper conversations about bullying and incivility in the workplace among other accomplishments. This committee is looking for nurses who are passionate about making Sacred Heart the best hospital to work at in the region.

2021 SHMC/PNCC Nominations Open

The Professional Nursing Care Committee (PNCC) needs some new folks from both RiverBend and University District! Members of the PNCC are elected by their peers. Nominations are now open for service on this committee. Service on this committee is paid time and can be used towards earning points for the Professional Nurses Advancement Program (PNAP.)
The PNCC coordinates and collaborates with SHMC administration to problem solve professional nursing practice issues, process improvements, and consider improvements in patient care. Members review SRDF’s, present findings to the chief nursing officer, and manage the ONA-negotiated nurse education funds among other things. The PNCC meets on the third Thursday of the month from 4 to 7 p.m. (1600 – 1900).

Ten members from different units serve two-year terms plus (up to ten) alternate positions. There are four two-year seats open in this round of elections as well as all ten alternate positions. Any ONA member in good standing can nominate themselves for a seat to represent their unit. The following units have voting members serving two-year terms and therefore not open for nominations: Mother/Baby, Care Management, Neurology, 7 Surgical, OR, and OHVI 5. Nurses from all other units are welcome to submit nominations for the four open seats, and nurses from any unit can submit a nomination to serve as an alternate.

Please list your full name, your unit, your personal email address, and your phone number in the Consent to Serve form and sign it. If you nominate someone else, please let them know, and direct them to the Consent to Serve Form (CTS) so they can officially accept the nomination. If you only want to be an alternate, please let us know that on the form too. Click here for CTS form or go to www.surveymonkey.com/r/2021ONASHMCPNCCCTS. Elections will follow nominations if there is more than one nominee from a unit.

The top four vote receivers will be placed on the committee as a primary voting member, unless the position for that unit is already filled by a current PNCC member, in which case you will become an alternate for that unit.

Nominations are open 1 until March 29. The election will be held Tuesday, April 6 through Saturday, April 20 if needed. Winners will be announced shortly after and they will start at the Thursday, May 20 meeting. Please contact Tyler Whitmire at Whitmire@OregonRN.org if you have questions about the nominations process. Please contact Jennifer Fain, PNCC chair, at Fainjen@Gmail.com if you have questions about the work of the PNCC.

The University District Nurse Staffing Committee (NSC) is arguably the most collaborative shared governance committee on the campus. Made up of 14 members, including direct care staff and nurse managers from each unit, float pool and a SEIU-represented ancillary staff member, the committee is instrumental in ensuring safe staffing practices in our hospital. We do all the things required to enforce the Oregon Nurse Staffing Law, so our efforts impact every nurse at UD. Service on this committee is paid time and can be used towards earning points for the Professional Nurses Advancement Program (PNAP.)

Last year the UD NSC successfully rallied for meal and break nurse positions on all inpatient units, culminating in the hospital wide meals and breaks program at University District. Our model influenced the meal and break nurse program at Riverbend and other facilities across the state!

Every month members meet to address SRDFs, review open positions, and track safe staffing guidelines issued by the state. In collaboration with your Unit Based Practice Councils, the Staffing Committee reviews metric data quarterly to ensure that individual unit staffing plans provide safe conditions for our staff and patients. Weaving all these systems together gave us the authority to implement the meal and break positions and increase the safety on your units. The NSC also develops staffing projects such as MyTime education and SRDF training.

In short, we make a BIG difference! And we want you to have an opportunity to experience this opportunity if you are ready.

continued on page 3
UD Nurse Staffing Committee Seeking New Members

We need one nurse representative from each of our five UD units. We also need one alternate from each unit. These positions have two-year terms. You must be an ONA member in good standing to serve on this committee. The UD staffing committee meets on the first Tuesday of the month from 8:00 a.m. – 4:30 p.m. Committee members shall be released from their shifts to attend the meetings.

Please go to https://tinyurl.com/56xn8z7m to submit a consent to serve form. Provide your name, unit, personal email, and cell phone number and sign the form.

Nominations are open until March 30, 2021. Elections will be April 6 – 20 if there are contested nominations.

Newly elected members will start at the May meeting. Please contact Labor Rep. Tyler Whitmire at Whitmire@OregonRN.org if you have questions about the nominations process.

Please contact Rob Sabin, UD NSC chair at Msixrn@Gmail.com if you have questions about the role of the staffing committee.

You can use this QR code to access and sign the consent to serve with your phone.

Know Your Union Rights Around Disciplinary Meetings

You have a Right to a Steward & a Grievance Process for Discipline

As a union member you have certain legal rights when it comes to meetings with a manager or human resources that might result in discipline. These are known as Weingarten Rights. This right means that if you are called into a meeting with a manager, assistant manager, or human resource partner you are entitled to have a steward present if that meeting could lead to discipline later. This right extends to all ONA-represented nurse members, even those still in their probationary period.

You have the right to invoke this right any time before or during a meeting. If the meeting has already started and you begin to suspect it might lead to discipline, you can ask the manager/HR partner if the meeting might lead to discipline. If they say “yes” you can stop the meeting and tell them it will have to be continued at a time you can have a steward present.

If you are asked to come to a meeting and you are told it might lead to discipline, you can have the meeting rescheduled for a time that a steward can be present if one isn’t available for the proposed time.

These kinds of meetings are called investigatory. They are supposed to be conducted prior to a manager giving out a corrective action. If you are disciplined without having an investigatory meeting first this could be a contract violation that can be challenged through the grievance process.

If you do receive a discipline, please reach out to one of your ONA stewards or labor reps to review this with you. We want to make sure that any discipline you may receive is accurate and just. You have access to a grievance process to fight unfair or inaccurate disciplines. Corrective actions remain in your file for two years. They can be used to deny you a transfer to another position. So please reach out for a consultation if you receive a discipline. Your ONA labor reps and stewards can advise you on whether or not to file a grievance and what the process involves.

Know your rights and use them! We have a Steward Council at Sacred Heart Medical Center comprised of nurse stewards ready to represent you in a meeting with your manager if needed. You can reach out to your unit steward directly or contact one of the ONA labor relations representatives for help. A list of stewards and their contact information can be found on the SHMC webpage.

www.OregonRN.org/86
Bullying and Incivility Survey #2 Coming Soon

Have we made any progress around bullying and incivility at Sacred Heart? Watch your email and take the survey to tell us.

For those of you that don’t know, in 2019 the Professional Nursing Care Committee (PNCC) did a careful analysis of the Staffing Request and Documentation Forms (SRDFs) that you were filing for the year and identified a toxic culture at SHMC. The analysis found many opportunities for people in positions of authority to do a better job of respecting the professional judgement of direct care nurses. This trend manifests when management directs units to violate staffing plans; makes nurses float staff against the judgement of the charge nurse; and pressures a nurse to work faster to take an admit after the nurse expressed concerns about their current work load. A lot of work went into this analysis.

The PNCC shared their analysis with the Oregon State Board of Nursing and Oregon Health Authority. They also shared it with Sacred Heart administrators and requested the resources and attention necessary to improve and rebuild the culture at the hospital. Both ONA and Sacred Heart leadership agreed that something must be done. ONA put out a bullying and incivility survey to verify the PNCC analysis and started circulating the results.

With Heather Wall’s support, the Cultural Transformation Committee (CTC) was formed. It is composed of administrators including Heather Wall, chief nursing officer, Marie Stehmer, director of human resources, PNCC members, your ONA executive officers and anyone else who wants to roll up their sleeves to get the work done.

It is an amazing collection of well-intentioned people and has become a safe space to debate, problem solve and implement new programs, like the fireside chats.

We still have problems. But we have admitted we have problems. And now, we are taking proactive steps to fix the problems. Managers, staff, and nurses are being offered workshops on workplace civility. SRDFs are being combed through to identify when nurses are being pressured to put the hospital’s profit ahead of their license or patient care. Retaliation against nurses for standing up to managers is being called out. With everyone’s help, we are working on it.

Are we making a difference? Are things getting better? Did COVID make the bad habits get worse? Are we only hearing about the wins?

Tell us. Take the survey when you receive the link. If you are not signed up for ONA emails visit our website to start receiving them.

This new survey has all the same questions from last year, plus one new one. It is still less than 20 multiple choice questions. This survey, compared with last year’s, will allow us to see if we made any progress. Look for it soon, fill it out, and tell others to fill it out too. The more nurses who take the survey the more valid our results. With your input we can continue to move Sacred Heart further towards becoming a supportive and respectful workplace.

COVID MOU Renewed

ONA and PeaceHealth came to an agreement on the renewal of the COVID-19 MOU. The new agreement will be in place until May 15, 2021 or until the governor’s emergency order is lifted, whichever comes first. The MOU provides nurses with an extra five minutes for meals and breaks if they have to leave their unit to reach a break area in order to social distance and if they have to don or doff PPE. While your executive committee had hoped to get additional COVID sick time hours and other protections included in this updated MOU, they were ultimately satisfied with the final product.

You can review the final MOU on the SMHC webpage or Click here for link or go to:

www.OregonRN.org/86
ONA Nurses Support Striking Workers at The Rawlin at Riverbend

Workers at The Rawlin at Riverbend, a memory care facility located around the corner from Riverbend, have voted to join Service Employees International Union 503 through a card check process. Over 80 percent of these essential care workers signed cards saying they wanted to unionize due to understaffing, insufficient training, and extreme turnover which has contributed to the deaths of 25 residents in the last nine weeks – only six of them from COVID. Management at The Rawlin has refused to recognize the union so the workers have gone on strike. Your SHMC and SHHCS executive committee sent this letter to The Rawlin management “We, the elected representative of Oregon Nurses Association member nurses at Sacred Heart Medical Center and Sacred Heart Home Care Services are writing to express our support of the workers at The Rawlin at Riverbend Memory Care. We understand that an overwhelming majority of these employees are in favor of forming a union. We ask that the management at Rawlin recognize them as a union at this time.

In this time of pandemic, the care of our patients and residents is our foremost priority, along with caregiver safety. This is as true for the Rawlin workers as it is for Sacred Heart staff.

The Rawlin workers know that COVID-19 mortality rates are significantly lower in unionized facilities. In recognizing The Rawlin workers union formation, Rawlin management will be promoting the wellbeing of your staff and residents.

We call on you to please do the right thing. Recognize the union your workers are forming and work with them instead of against them to promote the health and safety of the residents at the Rawlin at Riverbend. Their lives depend on it.”

UPDATE: Adding to this article, as this newsletter was being prepared, ONA learned that The Rawlin workers have decided to end their effort to form union. Many of them are making the tough decision to leave their employment there. However, their sacrifice will not be in vain as their actions have spurred several state legislators to introduce legislation to increase oversight and establish staffing levels at memory care and similar care facilities. This fight will go on. ONA salutes the courage and sacrifice of these front line caregivers who raised the alarm about the harm under staffing and poor training are causing the vulnerable residents in this and other facilities.

Advance Practice Nurse (APRN) Negotiations Stalled

ONA has been working diligently to bring the Advanced Practice Registered Nurses (APRN) into the hospitalists’ contract at Sacred Heart since August of 2020. Before they approached ONA about joining either the nurses’ or the hospitalists’ bargaining unit, these caregivers were unrepresented and subject to the whims of management.

For years, they have had to fight for everything on their own. Sometimes they had to hire their own lawyers just to get paid what they were owed! Now, they will have the benefit of being part of a collective of workers with a legally binding contract to help ensure they have equitable working conditions with fair compensation.

ONA Labor Representative Tyler Whitmire has been leading these negotiations. He has looked at their current individual contracts and working conditions to figure out the best language to capture all of that into a union contract. He was hoping to wrap this up soon. But if he can’t, ONA will be reaching out to you to ask for a little help.

Your support will be a strong signal to PeaceHealth that it’s time to stop messing around! If you see one of our dedicated APRN’s around the hospital, please let them know you support them in their fight for a fair first contract and that you stand by them in solidarity.
Run for an ONA Statewide Position

2021 Statewide Elections

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Dates and deadlines:
- March 22, 2021 - Nomination Period Closes
- April 5, 2021 - Elections Open
- May 3, 2021 - Elections Close
- July 1, 2021 - Elected leaders take office

Visit www.OregonRN.org/Elections to learn more and to complete your Consent to Serve form to declare your candidacy.

Following is a list of leadership positions open for nomination in the 2021 ONA Statewide Elections. For those positions with multiple openings, the number of spots is signified by a number next to the position title.

Open Positions

- Vice-President / ANA Delegate (1)
- Treasurer (1)
- Director (3)
- Director: Recent Grad (1)
- Director: Allied Health Worker (1)
- Cabinet on Education (3)
- Cabinet on Health Policy (4)
- Cabinet on Human Rights & Ethics (2)
- Cabinet on Nursing Practice & Research (4)
- Cabinet on Organizing (5)
- Labor Cabinet (3)
- ONA Nominating Committee (2)
- Elections Committee (3)
- ANA Delegate Seats (9)