



Oregon Nurses Association
Bargaining Unit Newsletter

August 24, 2017

Sky Lakes Medical Center (SKY) Newsletter

ONA/Sky Lakes (SKY) Executive Committee

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OR

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COMING SOON!
Pre-Negotiation Survey
We need your input! See [page 2](#) for more info,
and watch your email for the survey link.

Membership Skyrockets 63%!

Nurses Voice Concerns about Staffing

In the last four weeks, our Oregon Nurses Association (ONA) membership rolls at Sky Lakes Medical Center have skyrocketed by 63 percent as a result of nurses' concerns about staffing.

As of Aug. 15, 2017, 25 more nurses at Sky Lakes have recently joined our existing 40 ONA members who work collaboratively

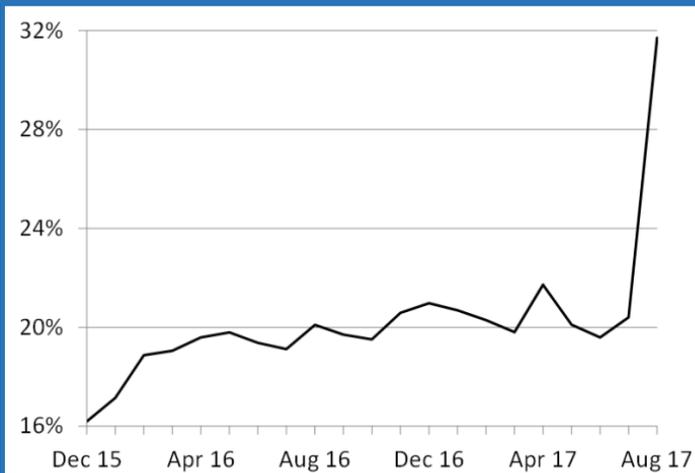
with the employer to advocate for our patients. Together, our members have expressed concern about the large number of perennially open nursing and other positions, missed meals and breaks, and the high turnover in nursing staff in several departments at Sky Lakes. In addition, many new members raised alarms about inadequate

staffing, including the possibility it may affect our ability to deliver satisfactory patient care.

Several nurse leaders have noted that Sky Lakes relies more heavily on new graduates and travelers as compared to other hospitals in Oregon. We all value the tremendous service and invaluable work of our travelers as well as the energy and enthusiasm of newly-minted nurses. Nonetheless, nurses think patient satisfaction is enhanced by experienced nurses who are familiar with their unit, our facility, and our community.

When nurses unite under the auspices of ONA, we speak with a loud, clear voice to employer. Our clinical experiences and direct patient care provide us with the functional authority to address these issues. The employer cannot ignore nurses when we articulate cohesively our shared concerns.

Membership Doubles at Sky Lakes since December 2015



The above chart shows the percent of nurses at Sky Lakes who are ONA members from December 2015 to August 2017.

Underrepresented Departments Limit Our Ability to Advocate for Safe Patient Care

PCU, Infusion, and Home Health Have Few ONA Members

While about one-third (32 percent) of all nurses at Sky Lakes are ONA members, several of our departments are underrepresented in our professional association. Since these units have fewer members, their voices are often missing in our discussions about bargaining contract issues and other priorities. We want to hear from all nurses in our bargaining unit. The best way for your voice to be heard is to join ONA today!

Only about one-tenth of nurses in the progressive care unit (PCU), infusion, and home health are ONA members, and only 15 percent of nurses in the family birthing center and pediatrics have joined with us to advocate for shared governance. As a result, we are less likely to hear from nurses in these units and are less able to advocate for their patients' needs.

In departments where we have higher membership rates, like surgical services and the intensive care unit (ICU) and medical floors, we have enjoyed success in unifying and expressing nurses' concerns to the employer. When nurses join together in solidarity, we are able to collaborate on issues that improve the patient experience.

We urge our sisters and brothers in departments with fewer numbers to join with us today! We can provide a stronger voice on behalf of our profession and in support of our patients with your ONA membership.

Membership at Sky Lakes

Department	% ONA members
Surgery	58%
Post Surgery	53%
Ambulatory Care	50%
Intensive Care Unit	47%
Medical	44%
Day Surgery	38%
Flex	37%
Emergency	33%
Cath Lab	25%
Oncology	22%
Family Birthing Center/Pediatrics	15%
Home Health	11%
Infusion	10%
PCU	6%

The above table shows the distribution of ONA members in each Sky Lakes department.

Pre-Negotiation Survey Coming Soon!

Our current contract expires on Dec. 31, 2017, and as we look ahead to contract bargaining, we need your input on bargaining proposals and contract priorities. **Look for a pre-negotiation survey in your email inbox** within the next week, and tell us what matters most to you! Please complete the survey as soon as it arrives.

We anticipate holding several two-day bargaining sessions with our employer on Thursdays and

Fridays in November and December. Watch your email for more information.

Are you receiving ONA's emails? Please check your spam folder to make sure ONA emails aren't ending up there. You may also provide your personal email address to our labor relations representative, Gary Aguiar, by emailing him at Aguiar@OregonRN.org. He'll make sure you're on our mailing list.

Register for ONA BU Leadership Conference

Sept. 19-20, 2017 ♦ Portland, OR

Upgrade your nurse leadership skills at ONA's Bargaining Unit Leadership Conference Sept. 19-20 at the Portland Hilton and Executive Towers in downtown Portland.

- Solve local issues through concerted actions
- Build strength through issue-based organizing
- Identify and develop nurse leaders



Join ONA nurses and staff from across Oregon to discover new ways to engage your coworkers, build nurse strength and create a community of committed advocates who can lead changes in your facility.

Agenda and Topics

This year, participants will choose one of two educational tracks to attend with sessions designed to develop and hone skills related to that topic. The tracks are:

- Building Power Through Workplace Action
- Building Power Through Bargaining



Continuing Education

Attendees will be able to earn continuing nursing education contact hours at the conference. Information about which courses and sessions qualify for CE and the number of CE hours offered will be posted before the start of the conference.

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



Registration

This leadership event is FREE for ONA members. Due to the nature of the schedule, members must attend both days of the event.

Conference registration deadline is Friday, Sept. 8. To register, visit the ONA website:

www.OregonRN.org



ONA Auto and Home Insurance, exclusive nurse benefits and special rates

The Oregon Nurses Association is pleased to announce an exclusive benefit that is available to **ONA** Members – **California Casualty Auto and Home Insurance**.

ONA chose California Casualty because of their 63 years of experience insuring association members, unique nurse coverage offerings, financial stability, exceptional customer service, and solid reputation with other associations throughout the country.

Here are answers to five commonly asked questions about California Casualty:

1. If You've Been Around for Over 100 Years, Why Haven't I Heard of You?

It's true—we've been around for nearly a century, but out of the spotlight. Our auto and home products are only available to **nurses, educators, firefighters, and peace officers**. California Casualty promotes our coverage exclusively through these groups' various professional associations.

2. Do you have local representatives?

Yes. Sky Lakes Medical Center's ONA California Casualty contact is: **Diedre Templeton**, DTempleton@calcas.com. Contact her for more information, or **call: 1-866-531-2605** for a quote. We have local claims representatives too.

3. What Can You Offer Me That I Can't Get from Other Insurance Companies?

We're big on customer service and with 99% customer satisfaction, it shows. We take the time to listen to our customers, we get to know them, and we tailor our products to their unique needs. California Casualty offers exclusive benefits such as free **ID theft** protection, **skip payments options** and **deductible waivers—plus** more benefits not offered by other insurance companies at any price.

4. What Kind of Discounts Can I Get?

California Casualty offers many generous discounts. In addition to savings that come from affinity associations, discounts are available for **multiple policies, persistency, good student, mature driver and more**.

5. Do I Need to Wait Until My Current Policy Expires Before I Switch?

Absolutely not. You have the right to switch whenever you want. By law, your current provider must give you a prompt refund of any unused premium you've already paid. The sooner you switch the sooner you'll begin enjoying the savings, benefits and peace of mind that comes with preferred protection from California Casualty.

Insurance Available at Generous Group Discount:

Auto, Home, Condo, Motorcycle, Renters, Rental Property, RV, Boat, Trailer, Umbrella, Snowmobile, Flood, Earthquake, and Pet Insurance