



**A CENTURY**— As of Oct. 5, 2017,  
our ONA/Sky Lakes bargaining unit has  
**100 ONA members!**

**We welcome our members who joined our  
professional association in the last few weeks.**

### Our Bargaining Team

Jaime Beck  
Juliann Underwood  
Monica Meier  
Robyn Ewing  
Rose Keppinger  
Sabrina DeVall  
Stacey Mathis

### Grievance Committee

Jaime Beck, RN  
Julian Underwood, RN  
Rennie MacNeille, RN

### Membership Committee

Robyn Ewing, RN, Chair  
Brent Powers, RN  
Gnene Rineer, RN  
Rose Keppinger, RN  
Sabrina DeVall, RN  
Sheri Noble, RN



### Labor Relations Representative

Gary Aguiar, Ph.D.  
503-444-0690 (call/text)  
[Aguiar@OregonRN.org](mailto:Aguiar@OregonRN.org)

### Oregon Nurses Association

18765 SW Boones Ferry Road  
Suite 200, Tualatin, OR 97062

1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

## Survey Results

### Chief Concerns Are Nurse Staffing, Meals and Breaks, Bullying

Thank you to the 120 nurses at Sky Lakes Medical Center who completed our pre-negotiation survey. Our Oregon Nurses Association (ONA) bargaining team will use these results to draft and prioritize our bargaining proposals. Survey respondents indicated their chief concerns are nurse staffing ratios, lack of meals and breaks, and bullying by patients and supervisors.

### Percent of Nurses Dissatisfied with Current Contract Language and/or Hospital Policies on These Issues:

Nurse staffing, including ratios/grids	<b>53%</b> Dissatisfied
Meals and breaks	<b>50%</b> Dissatisfied
Bullying by patients or supervisors	<b>50%</b> Dissatisfied

More than two-thirds (67 percent) of nurses who took the survey ranked nurse staffing as one of their top three issues. In addition, 60 percent

reported at least one “near-miss” or actual incident as a result of a staffing shortage. Oregon’s Hospital Nurse Staffing Law empowers our staffing committee to approve staffing plans for each unit in the hospital. Direct-care nurses constitute one-half of the staffing committee. Our bargaining team is developing proposals to embolden nurses in each unit to produce staffing plans that protect our patients.



*From left: ONA labor relations representative Gary Aguiar stands with our bargaining team members Monica Meier, Sabrina DeVall, Juliann Underwood, Rose Keppinger, and Jaime Beck, and joining them is membership committee member Brent Powers. (Bargaining team members not pictured: Stacey Mathis and Robyn Ewing.) Our team needs our support as they develop proposals on nurse staffing, meals, and bullying.*

*(continued on page 2)*

## Survey Results (continued from page 1)

Many nurses expressed concern that they often have difficulty adequately caring for their patients because they are unable to get their meals. In fact, 30 percent of respondents reported they did not get their 30-minute meal period on at least one-half of their shifts. Even when nurses are able to take their 30-minute meal, those meals are often disturbed. Almost one-half (46 percent) of respondents

reported work-related duties interrupted their meals in about one-half of their shifts.

On bullying by patients and supervisors, we have heard many heart-wrenching stories of patients making unreasonable demands, sometimes enabled by administrators. Furthermore, nurses in several units have reported feeling unsafe in one-on-one conversations with their

managers. Our ONA team sympathizes deeply with those nurses! We believe our hospital does not have a policy to protect employees from such bullying, other than statutorily required language on harassment. Our team continues to gather data from the employer and draft language based on other ONA contracts so we can propose solutions around both meals and bullying.

## THANKS, RYAN! We show our appreciation to Ryan Fabianek

We thank Ryan Fabianek, RN, operating room (OR), for his years of service protecting his nurse colleagues at Sky Lakes. Ryan served as our chief steward, admirably defending other nurses by representing them at disciplinary and grievance hearings. Through his work,

management's unreasonable disciplines against nurses were often reduced or removed. He recently moved to the Portland metro area to work as a traveler.

Thank you, Ryan, for your yeoman service to nurses at Sky Lakes!

*Below: In late September, ONA nurse leaders from St. Charles Medical Center in Bend toured our hospital with our local leaders. The nurses from Bend were astounded at our membership growth and shared success stories from their experiences at St. Charles.*



## DID YOU KNOW SKY LAKES was the 11th MOST PROFITABLE HOSPITAL in Oregon last year?

Of the 60 hospitals in Oregon, only 10 had a higher total margin than Sky Lakes. In 2016, Sky Lakes earned a net income of \$25.7 million with a total margin of 10.2 percent.

# “I am an ONA member because...”

## New ONA members at Sky Lakes speak out!

“I joined because there are many people who are not aware of the representation that they can have and I joined based on the bullying that can happen to new nurses. This needs to stop”

**Scott Healy, RN,**  
emergency—**ONA**  
member since 2017

“In nursing school we learned that nurses, combined, are the strongest voice in healthcare in this nation. If we speak as one, we can accomplish anything. As a new nurse, I was told we were ‘automatically part of the ONA.’ What I now understand is that each of us is but a whisper on the periphery of that ‘voice.’ However, as a dues paying member our voice joins with our peers to become louder and more prominent, an integral part of an unstoppable unit.”

**Shannon Seater, RN,** emergency—  
**ONA member since 2017**



“I joined ONA because we as nurses are most successful as a team, the same goes for our place of employment. Only as a team will we make it better.”

**Mathew Sikes, RN,** Flex—  
**ONA member since 2017**

“I joined ONA to be a voice for nurses and prove how a small group of united nurses can make a difference.”



**Sabrina DeVall, RN,** progressive  
care—**ONA member since 2017**

“I joined ONA because our hospital is the only one in town. Without the union our wages, step increases, vacation, education hours, patient ratios, etc., may not be as competitive with the rest of the state. The more nurses that join ONA, the stronger we are.”



**Tiffany Boehnen, RN,**  
post-surgical—**ONA**  
member since 2016

“I joined ONA because of the benefits and opportunities provided, like tuition reimbursement and discounts on professional liability and home/auto insurance.”

**Sheri Noble, RN,** infusion clinic—  
**ONA member since 2013**

“I am an ONA member because as a care provider for people it is good to have a voice for me to advocate for what is safe and right.”

**Kelly LeNeave, RN,** emergency—**ONA member since 2017**

**Support Our Bargaining Team!**

# ATTEND NEGOTIATIONS!

Support our ONA team! We invite and encourage all nurses to attend our contract negotiation sessions.

**Negotiations will be held Nov. 2-3 (Thursday and Friday) and Nov. 16-17 (Thursday and Friday), 9 a.m.-5p.m.** at the Holiday Inn Express and Suites, 2430 S. 6th St., Klamath Falls.

Come any time and stay as long as you're able—pop in for a few minutes, watch for a couple hours, or stay all day.

## STAY CONNECTED with ONA!

**Are you getting Oregon Nurses Association (ONA) emails?**

Make sure we have your personal email address for our email updates!

- Send an email from your personal email address to ONA labor relations representative Gary Aguiar at [Aguiar@OregonRN.org](mailto:Aguiar@OregonRN.org) with the subject "ONA Mailing List,"
- Or text your personal email address to Gary at 503-444-0690.

**Check for ONA emails in your junk/spam folder!** Mark ONA emails as "not junk/spam" and add [News@OregonRN.org](mailto:News@OregonRN.org) to your safe sender list.



**Follow us on Facebook!** Search for our closed group "SkyLakes Medical Center ONA all Nurses" and ask to join.

### Drop-In Session for Nurses

**Thursday, Oct. 12**  
**4-8 p.m.**

**Applebee's Neighborhood  
Grill & Bar**  
**2750 Campus Drive, Klamath Falls**

We are holding a drop-in session for all nurses in our Sky Lakes bargaining unit to learn about the negotiation process and hear the results of our pre-negotiation survey. Members of our bargaining team will join Gary Aguiar, our ONA labor relations representative, to answer your questions about contract bargaining. For more information, please contact Gary at 503-444-0690 (text/call) or [Aguiar@OregonRN.org](mailto:Aguiar@OregonRN.org).