



## In this issue

SHARED GOVERNANCE, COMING SOON TO SKY LAKES!: Page 1

CONTRACTUAL LANGUAGE ON UNIT PRACTICE COMMITTEES (UPC): Pages 2-3

2018 CONVENTION AND HOUSE OF DELEGATES: Page 3

NOMINATION FORM FOR EXECUTIVE OFFICERS: Page 4

## Our Bargaining Team

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

## Our Stewards

Jaime Beck, RN  
Julian Underwood, RN  
Rennie MacNeille, RN  
Monica Meier, RN  
Brent Powers, RN  
Steph Drake, RN  
Sabrina DeVall, RN

# SHARED GOVERNANCE COMING SOON TO SKY LAKES!

In the recent negotiation of our Sky Lakes Medical Center (SKY) contract, nurse leaders at SKY bargained to bring a shared governance model of nursing practice to Sky Lakes. Our contract creates a hospital nursing practice council (HNPC) to oversee the direction of unit practice committees (UPC) throughout the hospital! Through our UPC, we will have the means to influence and direct issues which impact your nursing practice at work.

We heard from nurses that safe staffing and meals/breaks were essential to provide safe patient care. The evidence strongly supports that when nurses have authority, responsibility and accountability for their own nursing practice patients receive safer, higher quality care! The hospital's administrators agreed to this change shows that they understand we are capable professionals who should be managing our own practice.

The HNPC's model will foster collaboration between direct care nurses and nurse managers by being comprised of equal numbers of direct care nurses and nurse managers representing each UPC. The role of the UPC will be to work towards the advancement of



Nurses gather in support of bargaining for safe patient care. Unit Practice Committees provide for shared governance to improve staffing ratios and ensure meals/breaks are taken.

professional, safe, quality nursing care including the unit's staffing plan and any patient care policies.

As Sky Lakes begins to implement these changes, Nicole Cantu – our nursing practice consultant with ONA – will be supporting the staff nurses with education and advice, but YOU will be the ones to affect this change. Nicole has been trained in shared governance models, represented her own hospital at the 2017 Magnet Conference, and is a current and active member of her UPC as a float pool nurse. Nicole will be rounding on each unit between Jan. 29 and 31, 2018.



## 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)

# CONTRACTUAL LANGUAGE ON UNIT PRACTICE COMMITTEES (UPC)

## ARTICLE 13. PROFESSIONAL NURSING COMMITTEES

### Section 5. Unit Practice Committees

- A. Each unit or grouping of units is responsible for developing a Unit Practice Committee (“UPC”) which shall consist of staff nurses and management representatives. Staff nurse representatives shall be selected by nurses on the unit in accordance with the unit’s UPC charter. UPC members shall ensure the flow of communication regarding UPC decisions and recommendations to all staff and represent the voice of all staff at the committee.
- B. Purpose of U
- PC. The UPC is the foundation for shared governance at the unit level. Its structure provides for the involvement of the UPC in local decision making by creating an environment in which nurses have a voice in determining nursing practice, standards and quality of care and ensures a system of shared decision-making and accountability with the goal of improving patient care and staff engagement.
- C. Recommendations, functions and authority. The UPC is responsible for making recommendations and performing functions that advance the delivery of professional nursing, including but not limited to:
1. Unit goals related to nursing practice, quality of care and patient safety.
  2. The development, monitoring, and evaluation of the unit staffing plan throughout the year. The UPC will assure that any contemplated changes to the unit staffing plan will be communicated to all staff nurses on the unit followed by a reasonable period for input prior to finalizing the recommendations. The UPC, at its discretion, may conduct a non-binding vote of the bargaining unit nurses on the unit to gauge support for the recommended changes, results of which shall be shared with the staff. On an annual basis, each UPC will submit a written unit specific staffing plan to the Staffing Committee. Each UPC will, as needed, conduct a review of the staffing plan’s performance and make recommendations for adjustments where appropriate.
3. Review and provide input into unit and division patient care policies.
  4. Other tasks agreed to or assigned by the Hospital.
- D. Decisions and recommendations made by a UPC must be in compliance with the current contract, statutory regulations, and hospital policy and procedure, and will be made in a collaborative manner.
- E. UPC Activities
1. Each unit or unit grouping will establish a charter that includes a process for selecting members who will represent all nursing staff and that contains parameters for length of membership, rotation of members, and a decision-making process. A staff nurse will serve as the chair to set agenda at all UPC meetings in collaboration with unit managers or directors.
  2. Nursing staff members will have access and input into agendas and decisions. Availability of meeting minutes to all nursing staff is a requirement. UPC

*(continued on page 3)*

meetings will be open to all staff nurse members not on duty or can be released from duty. Time and location will be communicated to nursing staff.

3. Issues which cannot be satisfactorily resolved at the UPC level may be forwarded to the Hospital Nursing Practice Council (“HNPC”). The HNPC will review all such issues of concern and determine if further action is warranted.
4. The UPC must obtain consent of another department over decisions

which interact with that other department’s operations.

#### F. Paid time

UPC members will be paid for time spent in UPC meetings and other duties related to UPC work as requested by the UPC. Meetings will be scheduled to minimize impact on patient care and to accommodate nurses’ schedules as much as possible, but it is recognized that all members of the committee may not be able to attend every meeting in light of patient care requirements.

## ONA 2018 Convention and House of Delegates

Wednesday, April 18 - Friday, April 20  
The Riverhouse on the Deschutes, Bend, OR



ONA invites you to bring your voice and perspective to the ONA Convention and House of Delegates (HOD), held April 18-20, 2018 in Bend.

The HOD is ONA’s primary governing body. As a delegate, you will hear from ONA’s Board of Directors, Cabinets, Constitution Associations and other leadership groups and discuss and vote on resolutions, amendments and other initiatives.

Delegates pledge to register for and attend ONA’s House of Delegates on Friday, April 20 and delegates and other nurses are invited to register to attend the continuing education days, April 18-19.

Travel, lodging and education reimbursements may be available. Please see your bargaining unit or constituent association rules on how to apply for reimbursement.



### Becoming a Delegate is Simple!

- Step 1:** Go to the ONA website:  
[www.OregonRN.org/Delegate](http://www.OregonRN.org/Delegate)
- Step 2:** Complete your Delegate Nomination Form
- Step 3:** Register to attend ONA’s HOD and Convention

Questions? Contact Whitney Wong, at  
[Wong@OregonRN.org](mailto:Wong@OregonRN.org) or 503-293-0011 ext. 1325.

*(continued on page 4)*



Nominations Now Open for  
**OREGON NURSES ASSOCIATION (ONA)/  
 SKY LAKES MEDICAL CENTER (SKY)**

## EXECUTIVE OFFICERS

### We Need Your Leadership!

You must be an Oregon Nurses Association (ONA) member in good standing to serve.

**Instructions:** For the nurse(s) you nominate, please write the specific executive office in the box next to their name. If possible, please obtain the signature(s) of the nurse(s) you nominate under “Consent to Run and Serve” below; if you’re unable to obtain a signature, we will follow up with that nurse.

| Name of Nominee | Executive Office<br>(President, Vice-President, Secretary, Treasurer) |
|-----------------|---|
|                 |   |
|                 |   |
|                 |   |

### CONSENT TO RUN AND SERVE

If nominated, I consent to run, and if elected, I consent to serve:

Printed Name

Signature

Date

### How to Submit Your Nomination Form

(Due by 4 p.m. on Tuesday, Feb. 6, 2018)

- 1) Email or text a photo of your nomination form to Gary Aguiar, ONA labor relations representative, at [Aguiar@OregonRN.org](mailto:Aguiar@OregonRN.org) or 503-444-0690.
- 2) Fax the form to ONA headquarters at 503-293-0013, Attn: Gary Aguiar
- 3) Mail the form to: Oregon Nurses Association  
 Attn: Gary Aguiar  
 18765 SW Boones Ferry Rd, Suite 200  
 Tualatin, OR 97062

**Completed forms must be received by 4 p.m. on Tuesday, Feb. 6, 2018.**

Elections will be held Feb. 15-22, 2018. Stay tuned for more details.