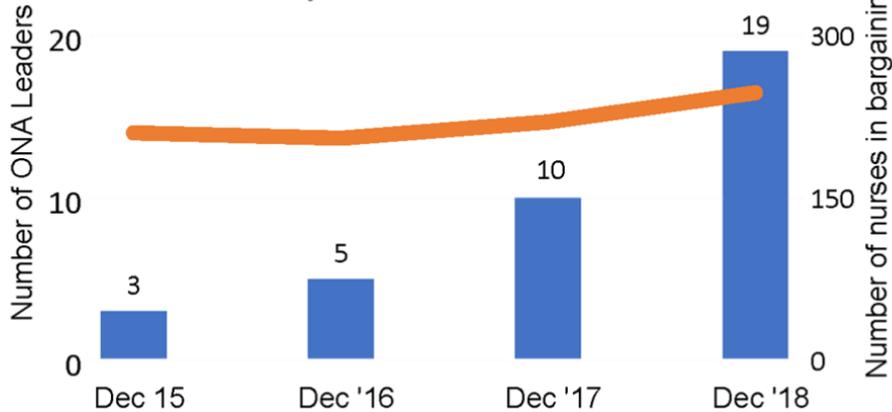


ONA NUMBERS GROW!!!

Active Leaders

Sky Lakes, 2016 - 2018



New Records: 12 Stewards and 115 Members Show Unity

The number of Oregon Nurses Association (ONA) nurse leaders at Sky Lakes Medical Center (SKY) has grown tremendously in the last three years. The number of active, trained leaders ballooned to 19 from only three in Jan. 2016! (See chart above) These nurse leaders include twelve stewards, who expand our capacity to assist nurses in disciplinary meetings,

grievances, and answering contractual questions.

The list of stewards is posted on each unit's bulletin board and on our [website](http://www.oregonrn.org/95) www.oregonrn.org/95. Stewards are your first contact for workplace issues. Together, these nurses lead the way for our bargaining unit by supporting other nurses.

We now have one steward for every twenty nurses in our bargaining unit. Further, we have

at least once steward in each unit across the hospital, except for Emergency Department (ED) and the clinics where we continue to recruit. Our goal is to have two stewards in every shift by the end of 2020.

We continue to train and develop stewards to serve other nurses in this vital role. If you would like to learn more about ONA and how we operate, we encourage you to attend one of our "Know Your Rights" sessions. These workshops are steward training, but attendees are not obligated to sign up as a steward. Please come and get the information.

We will be hosting more training on Feb. 13 (Wednesday afternoon/evening), Feb. 14 (Thursday morning), Mar. 1 (Friday afternoon/evening), and Mar. 2 (Saturday morning). Specific times and locations are yet to be determined. For more information, please text/call Gary Aguiar, 503-444-0690 or email Aguiar@OregonRN.org.

Record Membership!

In Dec. 2018, ONA membership at Sky Lakes reached a record high; 115 nurses are now dues-paying ONA members! In 2016, we rarely had more than forty members. (see chart on page 2).

Of course, much of this growth happened during our bargaining campaign in late 2017. Many nurses joined our effort to win shared governance, accelerated steps, and an anti-bullying provision. We also negotiated the first of its

kind 24/7 security guards in the emergency department. Our language is the basis for a bill in the Oregon legislature on workplace violence in health care, sponsored by ONA.

Record Membership!

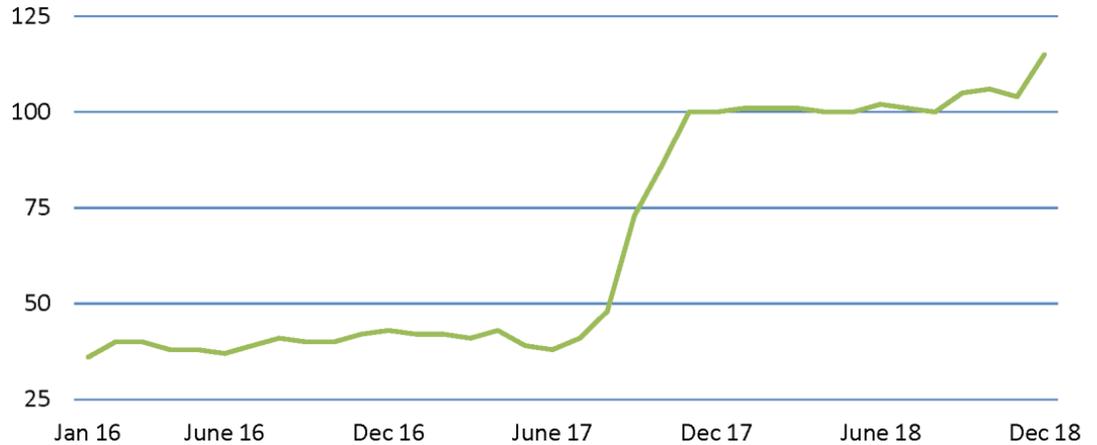
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In recent months, we have seen many new hires, especially new graduates, eager to join us as we work to improve patient care. We welcome them to the ranks!

Together, we stand united to proudly support our ONA bargaining unit leaders.

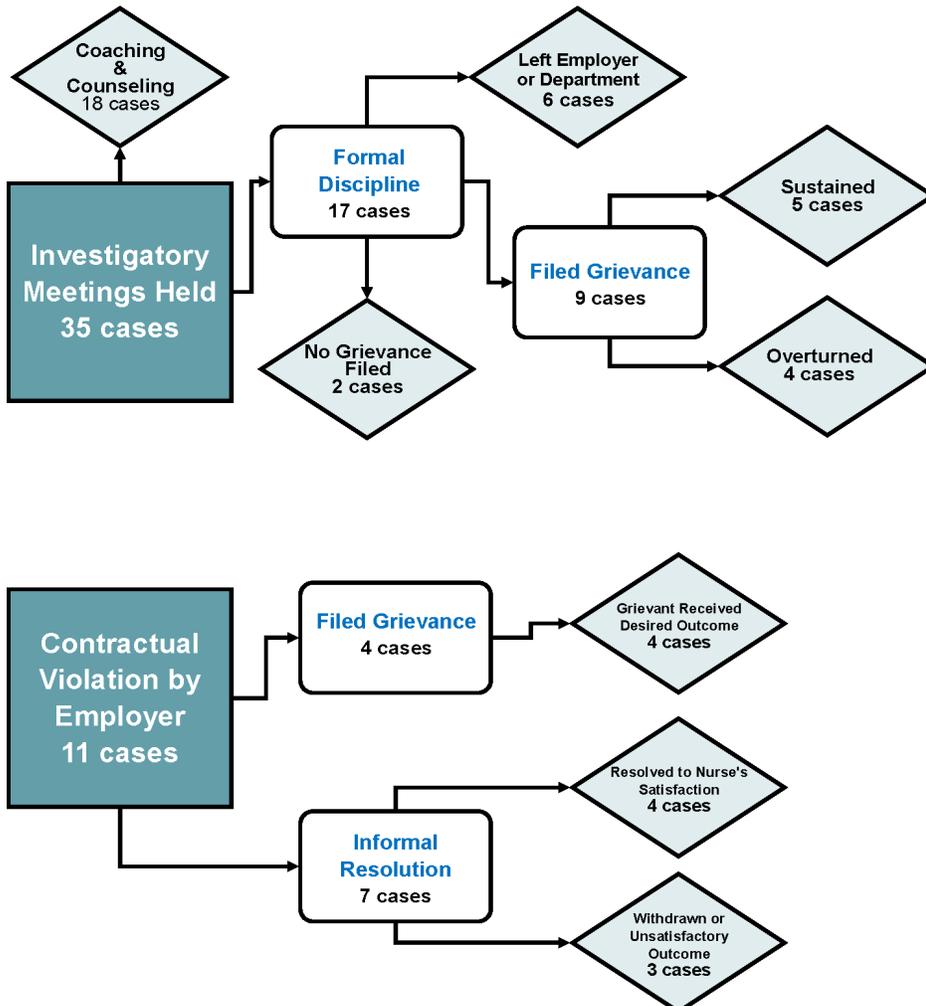
Record Number of Members!!!

Sky Lakes, 2016 - 2018



Disposition of Major Cases

Sky Lakes, 2016-2018



Supporting Other Nurses

Stewards Assist Our Members in 46 Major Cases in Last Three Years

Our stewards — supported by our labor rep — have assisted countless members in disciplinary, grievances, and other contractual matters over the last three years. We recently analyzed the work our leaders have accomplished in a database of 46 major cases from Jan. 2016 to Dec. 2018. These cases reflect the tremendous effort by stewards to help their coworkers.

Of these major cases, 35 were disciplinary cases and another 11 resulted from contractual violations by the employer. A “major” case is defined as a sustained effort by a steward and/or labor rep to support a nurse(s) on a workplace issue. While we recognize our definition is subjective and our sampling is incomplete, it highlights the remarkable work of our stewards.

Continued on page 4

Elizabeth Weltin, Our New Labor Rep

Elizabeth Weltin, BA, BSN, MSN, is our new labor rep assigned to Sky Lakes, taking over from our current rep, Gary Aguiar. She joined ONA last month and has other ONA assignments in Southern and Central Oregon.

Elizabeth enjoyed her career as a Nurse-Midwife, serving in public health in Southern Oregon and American Samoa with the National Health Service Corp. She has lived and worked in Oregon since 1994 (with the exception of her time in American Samoa). She stepped out of practice to raise a family. Elizabeth has invested her time and energy in her local community of Bend, OR, where she is a local activist,

organizer, volunteer and campaign manager. When not busy with these activities, Elizabeth enjoys traveling the world with her husband and son. Elizabeth is excited to foster and support the relationships with nurse membership that will lead to effective and strong bargaining units! While Liz is onboarding, Gary will remain as our primary contact as labor rep until further notice.

Gary, who has represented us since Dec. 2015, remains based in Eugene as an ONA labor rep. He will be assigned to other ONA-represented facilities west of the Cascades. So, he hopes to see you at ONA conferences and other statewide events!

2019 ONA Statewide Elections: Nominations Open

ONA is now accepting nominations for open positions in the 2019 ONA Statewide Elections. By choosing to run for an ONA statewide elected position, you are making a choice to invest in your future and the future of nursing.

Whether serving on a committee, cabinet or the board, ONA leaders have the capacity to influence public policy, professional nursing standards and advance our profession.

Below is a list of leadership positions are open for nomination in the 2019 ONA Statewide Elections. For those positions with multiple openings, the number of open spots is signified by a number next to the position title. For example, Director (4) means there are four open director positions.

Nominations must be submitted by Feb. 12, 2019.



Open Positions:

- Vice President/ANA Delegate
- Treasurer
- Director (4)
- Director – New Graduate (1)
- Cabinet on Health Policy (4)
- Cabinet on Education (3)
- Cabinet on Nursing Practice & Research (4)
- Cabinet on Economic & General Welfare (3)
- ANA Delegate/Alternate (9)
- Nominating Committee (3)
- Elections Committee (3)
- AFL-CIO Delegate

Visit www.OregonRN.org/2019Election to learn more

BU LEADERSHIP CONFERENCE

April 10-11, 2019 Portland, OR

www.OregonRN.org/event/2019BUCon



Supporting Other Nurses

continued from page 2

Nearly three dozen disciplinary cases

The 35 investigatory meetings in the database are cases where a steward attended a meeting(s) to support a nurse who potentially could be disciplined. In half of these investigatory meetings (51 percent), the nurse received coaching and counseling (i.e., informal discipline not placed in a worker's personnel file). The advice and mentoring provided by our trained, experienced stewards helped these 18 nurses avoid formal discipline.

We grieved nine of the 17 cases that resulted in formal discipline (i.e., a corrective action notice placed in a worker's personnel file that could eventually lead to termination). In four cases, our grievance resulted in removal or reduced discipline for the grievant.

Sometimes nurses are called into investigatory meetings and do not ask for a steward; such meetings are not included in our database. Compared to other ONA represented facilities, Sky Lakes' rate of investigatory meetings—about one every month—is relatively high. For example, nurse managers at McKenzie-Willamette in Springfield/Eugene, a somewhat larger employer, called nurses into investigatory meetings once every three months, on average, over this same three-year period.

Nearly a dozen employer contractual violations

Of the 11 times a steward worked with a nurse(s) on a contractual violation by the employer, the situation was resolved to the nurse's satisfaction 8 times for a

Grievances Filed at Sky Lakes, 2016 – 2018, By Category

Category of Grievances	#
Formal Discipline – Red Rule	7
Formal Discipline – Other	2
Hours of Work	2
Other	2
TOTAL	13

success rate of 72 percent! In seven cases, we informally concluded the dispute without filing a formal grievance and reached an agreement satisfactory to the nurse in four cases.

In all four cases of contractual violations where we filed a formal grievance to support the nurse(s), the grievant(s) received their desired outcome every time for a success rate of 100 percent!

Of the 13 grievances filed between 2016 and 2018, seven resulted from formal discipline related to alleged Red Rule violations. Our ONA leaders have vigorously defended nurses' rights to forewarning about possible discipline on Red Rules. We have educated nurses about the employer's tendency to over-discipline.

We have also informed the employer that heavy-handed discipline often leads to an atmosphere of fear, which may produce more errors. Moreover, when the employer is quick to discipline, it harms the healthy, essential relationship between unit managers and nurses, which leads

to a less productive and less pleasant workplace.

EXECUTIVE COMMITTEE

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- ◆ Brent Powers, Post-Surgical

Vice President

- ◆ Sabrina DeVall, PCU

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- ◆ Rose Keppinger, Medical

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- ◆ Vacant

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- ◆ Monica Meier, ICU

Grievance Chair

- ◆ Juliann Underwood, Surgery

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- ◆ Kristin Tyson, Pediatrics

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- ◆ Shannon Seater, ER
- ◆ Jaime Beck, ICU
- ◆ Monica Meier, ICU
- ◆ Juliann Underwood, OR
- ◆ Sabrina DeVall, PCU
- ◆ Kristin Tyson, Peds
- ◆ Brent Powers, PostSurgical
- ◆ Brittany Ferguson, Resource
- ◆ Aletta Mannix, FBC
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- ◆ Lusann Strop, PCU