Time to Nominate and Elect Our Bargaining Unit Officers and Prepare for Negotiations

It is time to get ready to bargain our next ONA/St. Anthony Hospital (STA) contract. Our current agreement will expire at the end of this year on Dec. 31, 2017.

One critical part of preparations is electing the bargaining unit executive committee as these officers are automatically part of the bargaining team. Below is a list of open positions and a brief description of the position duties.

If you are interested in running for one of these positions, the nomination form is on page two of this newsletter.

**Nominations are due by Thursday, Feb. 9. Elections will open on Feb. 24.**

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**Open Executive Committee Positions**

**CHAIR:** Conducts and supervises all the affairs of the bargaining unit.

**VICE-CHAIR:** Assists the chair in the discharge of all duties. In case of the chair’s absence, the vice-chair shall perform the duties of the chair.

**SECRETARY:** With the help of the ONA labor relations representative, sends out meeting notices, collects names of nominees for elected positions, and records, maintains and archives minutes for all executive committee meetings.

**TREASURER:** Responsibility over the financial affairs of the bargaining unit.

**AT-LARGE TEAM MEMBER:** Works with the officers to help bargain the contract.

**MEMBERSHIP CHAIRPERSON:** Ensures that all new hires are contacted in a timely fashion to discuss membership in the ONA and ensures new hires are provided with a copy of the contract.

**GRIEVANCE CHAIR:** Works with the ONA labor relations representative and coordinates the processing and investigation of all grievance complaints filed by nurses in the bargaining unit.

**PROFESSIONAL NURSING CARE COMMITTEE (PNCC) CHAIR:** Works with the other PNCC members to make recommendations for educational and training programs, process and analyze unsafe staffing reports, and make recommendations to the facility of ways to improve patient care.
ONA/ST ANTHONY HOSPITAL – EXECUTIVE COMMITTEE/BARGAINING TEAM NOMINATION FORM AND CONSENT TO SERVE

If you are willing to serve as an officer and be on the bargaining team (self nominate) or you want to nominate someone to be an officer and be on the bargaining team please fill out the form below, scan and email to Ateusa Salemi, Labor Relations Representative: salemi@oregonrn.org, or you can fax the form ONA at 503-293-0013 by Feb. 9, 2017.

You may also mail it to ONA at the address below. An election will be scheduled within a week of the close of nominations should we have more than one person running for any given position.

You must be a member in good standing to run.

Please nominate any active member in good standing who you would like to be an officer and serve on the bargaining team.

Please endeavor to get their signature so we know that the nurse you nominate is willing to serve if elected.

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<th>Name of Nominee</th>
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SAVE THE DATE: 2017 ONA NURSE LOBBY DAY

February 14, 2017 • Salem, OR

ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and meet with your legislators.

Hundreds of nurses will rally at the Oregon State Capitol in Salem on Tuesday, Feb.14, 2017 to advocate for our patients and advance Oregon nurses’ practice.

It’s vital that we have nurses represented in the key decisions that are made about our priorities and key bills that will come up in the 2017 session.

Early registration for ONA members is now open.

Visit www.OregonRN.org for more information and registration.

2017 ONA Statewide Elections

Put Your Leadership into Action—Serve in an ONA Elected Position!

Whether serving on a committee, cabinet, or the board, ONA leaders have the capacity to influence public policy, professional nursing standards and the advancement of the association. In a leadership position, you will help ONA and the nursing profession remain strong.

January 20, 2017 is the deadline to self-announce candidacy for the statewide ONA elections.

If you are interested in running for one of the open leadership positions, please complete the Talent Bank & Consent to Serve form here.

For more information, please contact Kathy Gannett at 503-293-0011 or 800-634-3552 ext. 309.

2017 ONA Statewide Election Positions Open

- Vice President/ANA Delegate
- Treasurer
- Director (4)
- Cabinet on Health Policy (4)
- Cabinet on Education (3)
- Cabinet on Nursing Practice & Research (2)
- Cabinet on Human Rights & Ethics (1)
- Cabinet on Economic & General Welfare (1)
- Nominating Committee (3)
- ANA Delegate Alternate (2)
- NFN Delegate (3)
Oregon’s Hospital Nurse Staffing Law and its rules are now clear, yet some hospital administrators are misinterpreting the law. In fact, some hospitals may be trying to use the law to change nurses’ schedules. It is important to remember that a hospital cannot unilaterally change nurses’ work schedules except through bargaining.

Attempts to change nurses’ schedules based on a misinterpretation of Oregon’s Nurse Staffing Law are not productive and contribute to frustration, decreased morale and a lack of trust between nursing staff and hospital administrators. Knowing your rights under the law allows you to challenge incorrect assumptions and improve your workplace.

The Nurse Staffing Law and Call Schedules

In hospital units where mandatory call is typical, some nurses choose to work schedules that include a regular shift plus a call shift within the same 24-hour period. This allows nurses to manage their work-life balance and prevents them from working one day on, one day off rotations. These schedules can also ensure nurses aren’t required to take call on their day off.

Unfortunately, some hospitals are interpreting the law and its rules—particularly nurses’ right to a 10-hour rest period after working 12 hours—as a threat to consistent scheduling on these units. For this reason some hospitals are considering—and in some cases threatening—to unilaterally eliminate these elective work schedules. These hospitals’ interpretations of this issue are flawed in that they fail to consider the history of nurses choosing to work these schedules.

The law prohibits hospitals from forcing nurses to work hours that may be unsafe for patients and nurses. However, historic schedules that work well for nurses and their facilities can continue under the new law, provided nurses voluntarily choose those schedules.

Oregon’s Hospital Nurse Staffing Law and its rules allow a nurse to work more than 12 hours in a 24-hour period—including call time—if the nurse volunteers to do so. And hospitals must bargain with nurses before changing nurses’ schedules.

The Nurse Staffing Law and Overtime

Another issue that has been misinterpreted at some hospitals affects overtime. When a nurse works more than 12 hours in a 24-hour period, the staffing law states the nurse is entitled to a 10-hour rest period. While ONA encourages nurses to take this rest period, nurses can choose to voluntarily waive their rest period and continue working.

When a nurse chooses to take their rest period, it is the hospital’s responsibility to provide appropriate staff to cover the rest period.

In each facility, unit-based and hospital-wide staffing committees should work to develop scheduling practices that comply with the law, support nurses’ rights to adequate rest breaks and ensure the hospital can staff the unit appropriately.

If you have questions about Oregon’s Hospital Nurse Staffing Law and how it works in your facility, please contact the direct-care nurses on your staffing committee or contact ONA by phone at 503-293-0011 or email practice@oregonrn.org.

You can also visit www.OregonNurseStaffingLaw.org for more information.