St. Charles Medical Center Bend

NEWSLETTER

November 2, 2026

ONA Oregon Nurses Association
Caring for Oregon

Bend's Darkest Day Brings Out The Best in Bend Nurses

On October 15, 2026, our community suffered a horrific act of violence when a 16-year-old mass shooter entered Silver Rail Elementary School in Bend and injured or killed 6 people, including children under the age of 12. A community member was driving past the campus when he spotted the teenage gunman climbing the school's fence. He initially stopped to verbally confront the shooter from his truck before entering the building with a legally carried weapon and fatally shot the gunman, ending the mass shooting event.

In the aftermath, emergency services found a 5-year-old, 8-year-old, 11-year-old children dead as well as a 25-year-old adult. Injured survivors included a 54-year-old adult and 7-year-old child.

Survivors were rushed by EMS to St. Charles Bend hospital where emergency department and surgical teams quickly stabilized and treated these patients. ONA-represented Bend nurses cared for the survivors during all steps in the care process, working with doctors, surgeons, advance practice providers (APPs), technicians, various specialty providers, and others.

Other secondary victims later appeared at the hospital as patients, including students, staff, community members who were impacted by the mass shooting and needed additional care and assistance. Bend ONA nurses helped care for those patients as well.

At the same time, caregivers who were not directly involved in the care of the survivors, nurses and others who had their children in the Bend school system had to navigate a complicated and stressful process to reconnect with their children. All Bend-LaPine School District students were sent via bus to a central reunification point over the course of about five hours, where they could be released to their parents or guardians.

Bend ONA nurses were part of the team that cared for injured survivors. Other nurses rushed to connect with and reunify with their children. The tragedy, stress, and sadness of October 15, 2026 will be with our community for a very long time. In Bend's darkest days, ONA Bend nurses answered the call and cared for the surviving victims, secondary victims, members of our community and each other. And now, we as a community, and as individuals grieve.

"Grief, I've learned, is really just love. All that unspent love gathers up in the corners of your eyes, grief is just love with no place to go." – *Jamie Anderson*

ONA/ STC-B Leadership Council

Co-Chairs:
Rosa Brock
David Hilderbrand
Emily Schroeder

Staffing Oversight Committee:
Joel Hernandez
Staffing Co-Chair
James Richter
Emily Schroeder

Workplace Violence Oversight Committee:
Catherine Emick
Workplace Violence Co-Chair
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Julie Bostrom

Grievance Committee:
Kelsey Kelly
Grievance Co-Chair
Mayzie Strubhar
Catherine Emick

Membership/CAT Committee:
John Nangle *Membership/CAT Co-Chair*
Rachel Geels *Membership/CAT Co-Chair*

Communication/ Finance Committee:
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Finance Co-Chair
Megan Bovi
Communication Co-Chair

Professional Practice Committee:
Mayzie Strubhar
PNCC Liaison

Labor Representative
Jason Herring
(503) 293-0011
Herring@OregonRN.org

STC-B Website

SCAN ME

Now is a Time to Take Care of Each Other – *A Message From Your Bend ONA Leadership Council*

ONA Bend nurses, coworkers,friends, and family,

We are your Bend ONA local leaders, nurses who work with you everyday. We don't have the words to adequately express how we are all feeling right now. The grief and anger we are feeling are no doubt shared by every nurse at St. Charles and every member of our community. This shooting is a senseless tragedy we area all processing and working through together.

When catastrophic events occur, a quote from children's TV host Fred Rogers is often repeated. He said, “When I was a boy and I would see scary things in the news, my mother would say to me, ‘Look for the helpers. You will always find people who are helping.’” As nurses, we are helpers. But we have to ask, who helps the helpers?

As nurses, we are often asked to take on others’ burdens. People live messy, complicated lives and we care for them during their worst moments. Taking care of ourselves is something that we often make secondary to caring for others. But right now, in the face of this disaster, we want to remind you to focus on yourself and your family. It is OK to take care of yourself first. As nurses, we are required to always be on, always be ready and always be at the our best. To do that, we need to prioritize your own care and needs. We are all injured. The emotional impact and stress from this tragedy will last for weeks and months in our community. We will all heal and recover differently. But we will heal better if we support one another.

We recognize the trauma of such a horrible incident may remain for a long time. Sometimes trauma can come up weeks, months, or years later.We all deserve to live healthy happy lives, and sometimes we need help to do that.

We want to remind you that the hospital offers Canopy employee assistance benefits that includes free confidential counseling sessions. ONA also offers trauma counseling programs and services through AFT, our national union affiliate. These are confidential, free private counseling sessions available at any time.

Who helps the helpers? We all do. We take care of one another. As we all try to make sense of this senseless violence, mourn and grieve, we want to remind you that every nurse matters. If you see someone struggling, say something. If you are struggling, tell a coworker or friend. We are all here for each other. And together, we will heal. Please see the information on the next page for important resources as we support each other.

With love and respect,

Rosa Brock, *Co-chair*
David Hilderbrand, *Co-chair*
Emily Schroeder, *Co-chair*
Joel Hernandez, *Staffing Co-Chair*
James Richter, *Member At-Large*
Catherine Emick, *Workplace Violence Co-Chair*
Kelsey Kelly, *Grievance Co-Chair*
John Nangle, *Membership/CAT Co-Chair*
Rachel Geels, *Membership/CAT Co-Chair*
Julie Bostrom, *Finance Co-Chair*
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Mayzie Strubhar, *PNCC Liaison*

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Message From Your Bend ONA Leadership Council ... *Continued*

Accessing Resources:

VIA ST. CHARLES:

REVIVE (CANOPY) EMPLOYEE ASSISTANCE PROGRAM

Contact human resources for Revive (Canopy) information.

VIA ONA:

AFT TRAUMA RESOURCES

https://www.aft.org/benefits/trauma

For help setting up a new account, you can contact ONA's member services department at memberservices@oregonrn.org, 503-293-0011, or AFT's member services department at membership@aft.org or 1-888-238-5646.

ONA's local union number is 05905.

VIA THE STATE OF OREGON:

www.OregonWellnessProgram.org

Oregon nurses and healthcare professionals can access free, confidential mental health counseling from trauma-informed mental health providers experienced in caring for healthcare providers through the **Oregon Wellness Program (OWL).**

St. Charles Raises Health Insurance Premiums 15% in 2027

In the October newsletter, ONA reported that big health insurance premium increases were expected across the state of Oregon, generally between 8% and 21%. The price increases are generally due to marketplace uncertainty, health insurance companies re-evaluating their place, role, and offered plans, the loss of enhanced federal subsidies, increased medical costs, and tariff pressure on durable medical equipment and medical supplies.

St. Charles open enrollment begins soon, and St. Charles shows that monthly premiums for all St. Charles-offered health plans have increased by 15% for 2027. Plan design changes further increase the out-of-pocket costs paid on the high-deductible CDHP plan. St. Charles claims in their open enrollment guide that the increases are due to "continued increases in plan utilization and health care costs."

St. Charles health system operates a "self-insured" group health plan for its employees and associated partners, families, and dependents. A self-insured health plan (also called a self-funded plan) is an arrangement where an employer pays for its employees' actual medical claims directly out of its own pocket, rather than paying a fixed monthly insurance premium to an insurance company. St. Charles hires a third-party administrator (Regence Blue Cross) to administer the health plans offered to employees.

When St. Charles states in enrollment materials that the premium or contribution increase is due to "continued increases in plan utilization," it likely means that employees and their covered dependents are using more medical and pharmacy services than planned for or in previous years, driving up the overall cost of the self-insured plan.

A partial solution: Lunch + 15 Button Returns to Timeclocks

Your ONA Bend leadership council has been working with the hospital for months on the various timekeeping, UKG, and timeclock problems. One major problem comes with combining a meal and break period. If a nurse is on a combined unpaid 30-minute lunch and paid 15-minute break, but clocks in a minute or more early, St. Charles considers the entire time to be an unpaid lunch.



Example:
Clock Out: 1230hrs. Clock in: 1314 hrs.
Total time: 44 minutes.
Instead of paying a 15 minute break for the combined lunch and break, the hospital pays 44 minutes of unpaid meal period.

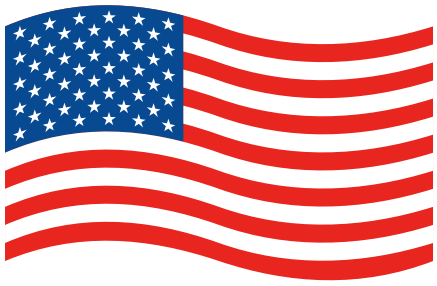
Your ONA Leadership Council has been working on this with the hospital, as nurses are being denied paid breaks. There is also an "association" grievance covering all nurses in the hospital over this non-contractual hospital process.

The hospital announced that on October 27, 2026 that it was adding a "lunch + 15" button to the timeclocks and the UKG mobile app. While some nurses may remember a previous version of this button, the new button is different:

- The function of the button is a time check, and will cause a warning if you are attempting to clock in from lunch too early.
- Pressing the "lunch + 15" button does not extend a lunch break or act as a timeclock punch for a combined meal and break period.
- You must still go through the proper clock-in process according to hospital policy. The UKG/Kronos system will still record the actual time of clock-in as the official clock- in time, not the time the "lunch + 15" button was pressed.

This is a partial resolution to the ONA grievance and a step in the right direction, but the "lunch +15" button is only a tool to assist with timely clock-in. The grievance remains active and is under discussion with the hospital currently related to unpaid breaks and other related matters. Other Kronos/UKG issues also remain outstanding.

A Special Thank You To Veterans!



November 11 is Veterans day, a US Federal Holiday to honor all living military veterans who have served in the United States Armed Forces. Thank you to all who served or are serving!

PNCC Corner

The professional nurse care committee (PNCC) and tuition reimbursement committee (TRC) would like to remind you of the following benefits and processes available for your use.

PNCC WAGE REIMBURSEMENT REQUEST PROCESS:

PNCC funds are available to RNs who attend approved conferences and courses that can be used for wage reimbursement for eligible education fees.

To request wage reimbursement, submit the PNCC wage reimbursement request form to pncc@stcharleshealthcare.org at least three weeks before the conference or course date. Forms may also be sent through inter-office mail to PNCC.

Include:

- Completed reimbursement request form
- Conference or course brochure/flyer
- Recent pay stub
- Proof of approved ETO (if applicable)

Requests cannot be approved after the event has occurred.

In-Person Conferences and Courses

- Full-time (FT) and part-time (PT) RNs may be eligible for wage reimbursement covering:
  - Costs of travel one day immediately before and one day immediately after the course or conference
  - The conference or course costs
- Approved ETO is required for the conference/course dates
- Relief RNs may request wage

Online Conferences and Courses

- RNs may request pre-approved wages for attending online education on specific dates
- FT and PT RNs must provide proof of approved ETO
- All applicants must provide proof of registration

Annual Reimbursement Limits

Maximum education reimbursement per RN each year:

- $700 – Relief RN
- $800 – Less than 72 hours (Part-time/On-Call)
- $900 – 72 hours or more (Full-time)
- Additional $100 – St. Charles Bend RNs with more than 10 years of employment



There are approximately 29 cultural, religious, and secular holidays, and major observances celebrated between November 1 and January 15 each year.

No matter what you celebrate or observe, your Bend ONA leaders wish you health and happiness.

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PNCC Corner ... *Continued*

TRC (TUITION REIMBURSEMENT COMMITTEE) REQUEST PROCESS:

This is a separate fund from PNCC.
It runs in a calendar year, from January 1 to December 31.

Eligibility:
Caregivers must be in a full-time or part-time position, with a minimum Full-time Equivalent (FTE) of 0.5, at the time of application and at the time of reimbursement in order to be eligible for tuition reimbursement. Relief positions do not qualify for Tuition Reimbursement.

Eligible Expenses:

- Tuition incurred towards a baccalaureate (BSN) and post-graduate (MSN) degree
- Expenses incurred in obtaining initial Advanced Nursing Certificate and recertification expense thereafter

Submit applications by email to "Tuition Reimbursement" (tuitionreimbursement@stcharleshealthcare.org) – highly recommended or by inter-department mailing.

Deadline:

- All tuition reimbursement applications for BSN or MSN course must be received by the TRC team according to this schedule:
- Apply by March 1 for all courses that start in March/April/May
- Apply by June 1 for all courses that start in June/July/August
- Apply by September 1 for all courses that start in September/October/November
- Apply by December 1 for all courses that start in December/January/February
- All reimbursement applications related to advanced nursing certification that's in the list of TRC's eligible advanced nursing certifications must be received by the TRC team within 30 days of the completion of the certification.

*All applications are processed on a first-come, first-serve basis and is dependent on the availability of TRC funds that are divided equally in 4 quarters.

The accompanying fines were issued in September/October 2026 to the hospital for staffing plan violations.	Staffing Violations & Fines
	Sept 2026 - $5K fine for August 2025 violation
	Sept 2026 -$15K fine for 3 June/July 2026 violations
	Total - $20,000