Rapid Response Role Update

As most of you know, there was a recent attempt by St. Charles Medical Center - Bend (STC-B) to move the rapid response role out of the critical care float pool and into the intensive care unit (ICU). We are happy to report the rapid response role will not be changing, and the critical care float nurses providing these services will not be changing! Instead, the critical care float pool, including the rapid response role, will be moving to a reporting structure consistent with the ICU.

The Oregon Nurses Association (ONA) bargaining unit as a whole rallied to make sure this change followed the shared governance model. The issues surrounding the proposed change were legitimate, far reaching, and controversial. STC-B responded to our unified request for caregivers throughout the house to have input into the proposed change, and we have reached an agreement that is consistent with national standards, reinforces the rapid response role as critical care, and supports the critical care float pool nurses being utilized in the roles they were hired for.

Critical care float pool nurses were not hired to be house floats. Their role has been unilaterally misused to accommodate the STC-B’s needs of the hospital at the cost of the critical care float nurses. Your ONA team believes nursing specialties need to be respected by making sure floating is restricted to a nurse’s area(s) of expertise and the role(s) they were hired to perform!

Shared governance is the way to protect our patients and our nurses. Those qualified to do the work are the ones who should be making decisions about how the work is done.

We want to hear from every nurse at STC-B! What are your priorities for this negotiating session? What are you willing to participate in to achieve those priorities? Let our ONA bargaining team know by taking the survey today:

https://www.surveymonkey.com/r/StCharles-Bend_Bargain_Survey
New ONA Labor Representative Sean Brailey Joins Our Team!

We’re excited to welcome Sean Brailey to the ONA team at STC-B! Sean has been a labor representative and internal organizer for 20 years. He has represented nurses and other health care workers throughout his career in the labor movement, and has held positions with the California Nurses Association and New York State Nurses Association.

Sean is moving back to Oregon to work for ONA after spending the last four years on the east coast. He will be settling in Bend on May 7, just in time to assist our bargaining team with final preparations for contract negotiations. He brings extensive experience in contract enforcement, negotiations, and organizing, and we are very glad he will be supporting nurses at STC-B!

Contract Negotiations: Role of Attorney vs. Labor Representative

For the first time, our ONA bargaining team will have an attorney serve as the chief spokesperson during contract negotiations, in addition to having an ONA labor representative on the team. The attorney, Hank Kaplan, is based in Portland and will be joining our team in Bend for bargaining preparations and negotiation sessions only. Hank’s role will be to work with our team to develop, present, and revise contract proposals while we’re in bargaining.

Our new labor representative, Sean Brailey, will assist the bargaining team in ensuring we are providing timely communications to all nurses about negotiations. He will also maintain contract enforcement. Sean will be based in Bend and available to assist ONA leaders and nurses with workplace issues. During bargaining, please direct any questions or concerns you have to Sean Brailey at Brailey@OregonRN.org, or to a member of the bargaining team.

Contract Bargaining Begins June 1 in 2600 Building

We Encourage Nurses to Come and Observe!

Our ONA bargaining team will begin contract negotiations with STC-B administration on Friday, June 1. We are very pleased we will be meeting with administration on campus, in the 2600 building just across the parking lot from the hospital. We hope the proximity will allow every nurse the opportunity to come and observe the negotiation process and show our dedicated ONA bargaining team that we support them! Look for more information soon on the “Work News” Facebook page and from your unit representative about specific ways you can show your support for our bargaining team.

As we begin to receive feedback on the pre-negotiation survey, it is evident our primary goal during negotiations will be to gain language that allows nurses to have more control over their individual practice and practice standards throughout the St. Charles system, and to feel confident we can all advocate for the best patient care without fear of reprisal. To that end, our team has adopted the statement below as a guiding principle for this year’s negotiations:

**Our ONA Bargaining Team’s Guiding Principle:**

*Empowering ONA Bend nurses to advocate for the nursing profession, their work environment, and conditions, while maintaining a fair compensation and benefits package that will attract and retain experienced nurses.*
Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The ONA NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

2018-2019 Schedule

There are six sessions taking place over a seven-month period. Participants are expected to attend all sessions in their entirety.

<table>
<thead>
<tr>
<th>Session</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Session #1</td>
<td>Friday, Sept. 14 (evening only) Saturday, Sept. 15 Sunday, Sept. 16</td>
</tr>
<tr>
<td>Session #2</td>
<td>Friday, Oct. 26</td>
</tr>
<tr>
<td>Session #3</td>
<td>Saturday, Dec. 8</td>
</tr>
<tr>
<td>Session #4</td>
<td>Friday, Jan. 18</td>
</tr>
<tr>
<td>Session #5</td>
<td>Saturday, March 2</td>
</tr>
<tr>
<td>Session #6</td>
<td>Saturday, April 13</td>
</tr>
</tbody>
</table>

www.OregonRN.org/NLI
Nearly 550 nurses at STC-B have joined the “Work News” Facebook page to stay informed and connected! That is 63 percent of our nurses, and we want 100 percent to join so we are all connected throughout contract negotiations. Even if you don’t have a private Facebook presence, consider creating an account just to join “Work News.” This way you will have access to real-time updates about bargaining throughout the process.

Use the link below to find the “Work News” page on Facebook today, and request to join the closed group.

https://www.facebook.com/groups/332604936763220

**Bend Staffing Committee Corner**

The Bend Staffing Committee (BSC) continues on a new path since the Oregon Health Authority (OHA) issued their extensive deficiencies report to STC-B in summer 2017. The OHA report was prompted by ONA nurse complaints to OHA in both 2015 and 2017 about staffing violations. The deficiencies covered everything from clerical issues to significant staffing plan problems. In order to address all the relevant deficiencies noted by OHS, the BSC has:

- Rewritten the BSC Charter (now approved!).
- Created a 2018 roadmap to complete the parallel work of creating a BSC handbook and developing new staffing plans in accordance with the Oregon Hospital Nurse Staffing Law.

The new BSC charter is a more robust and thorough document than previous versions. An important topic as the committee created the new charter was supporting direct care nurses engaged in important work that benefits patient care and the St. Charles organization. We’re proud the new BSC charter’s section VII, “Roles and Responsibilities,” addresses additional paid time for nurses with the following language: “In addition to paid time for attending staffing committee meetings, each member of the staffing committee shall be compensated for hours spent furthering the committee’s purpose...”

The new BSC handbook will contain a set of articles that address specific BSC processes. This will help inform the committee on how to approach certain aspects of the work and responsibilities of the committee. An example of this would be BSC handbook’s article 5, “Rest and Meal Periods,” which will address the specific details and processes needed to ensure an individual unit will adequately resource meal and rest periods for every nurse, every break, every shift. The committee has committed to creating 17 different articles for the BSC handbook by the end of 2018.

Finally, the BSC must approve new staffing plans for every STC-B unit by the end of 2018. These new staffing plans will be developed in collaboration with STC-B management. A newly approved staffing plan template will help guide each unit’s nurses in building their new plan. In addition, it is imperative all nurses on the unit have access to this process and that their opinions are solicited and heard. The BSC direct care nurse representative and the BSC nurse manager representative are responsible for ensuring the nurses on their unit are involved and for demonstrating how they are involved.

Please reach out to your individual BSC direct care nurse representative for more information on how you too can get more involved in advocating for your staffing plan. The impact staffing plans have on patient care is profound, so please get involved and advocate for patient care!