MEMBERSHIP MATTERS
For a better bargaining unit and a stronger voice for nurses at St. Charles Medical Center - Bend

Nov. 29, 2018

Nurse Floating & Patient Safety

It is St. Charles’ responsibility to appropriately staff nursing units. When nurses are floated to units for which they have not been educationally and experientially prepared or have not maintained competency, it negatively impacts quality patient care.

This practice of inappropriate floating increases the risk of medical errors, and often means delayed care or nurses not recognizing a decline in patient wellbeing. Inappropriate floating also negatively affects nurse recruitment and retention because it lowers productivity and morale.

That is why our bargaining team has proposed:

- **No Mandatory floating.** With the exception of float pool nurses, floating will only happen by mutual agreement.
- A nurse may only be floated to a department for which the nurse has been cross-trained and assigned in the last six months.
- Nurses who volunteer to float will receive appropriate training and orientation.
- Nurses who float for supplemental assistance and are not trained to the unit will not be allowed to assume primary responsibility for patients in that department.
- Incentives ($4.00/hr. generally, $8.00/hr. for critical care) for nurses who float, so that the hospital will get more volunteer floaters.

As ONA nurses, we know that inappropriate floating impacts quality patient care and creates safety concerns. Currently, the St. Charles nurse floating practice does not align with the Oregon State Board of Nursing or the Oregon Nurse Staffing Law requirements:

- **Oregon State Board of Nursing Chapter 851, Division 45** (2) Standards related to the RN’s responsibility for ethical practice, accountability for services provided, and competency. The RN shall:
  - (c) Be knowledgeable of the Oregon statutes and regulations governing RN practice and practice within those legal boundaries.
  - (h) Accept only RN assignments that are within one’s individual scope of practice.

- **Oregon Nurse Staffing Law Division 510, 333-510-0020 Nursing Care Management**
  - (2) The RN will only provide services to the patients for which the RN is educationally and experientially prepared and for which competency has been maintained.
  - (3) The RN shall be responsible and accountable for managing the nursing care of the RN’s assigned patients. The RN shall only assign the nursing care of each patient to other nursing personnel in accordance with the patient's needs and the specialized qualifications and competence of the nursing staff available.

As ONA staff nurses, it is our duty to call out unsafe conditions and ensure that quality and safe patient care is maintained at St. Charles. The American Nurses Association (ANA) and the

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Oregon Board of Nursing are very clear that the nursing profession’s commitment is to the patient. We are bound to challenge unsafe practices, even when those unsafe patient care practices are promoted by our employer!

- **ANA Code of Ethics**
  
  **Provision 2:** The nurse’s primary commitment is to the patient, whether an individual, family group, community or population.
  
  2.1 Primacy of the Patient’s Interests

  **Provision 3:** The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

  3.5 Acting on Questionable Practices

  **Provision 4:** The nurse has authority, accountability, and responsibility for nursing practice: makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.

  4.1 Authority, Accountability, and Responsibility

  4.2 Accountability for Nursing Judgments, Decisions, and Actions

  4.3 Responsibility for Nursing Judgments, Decisions, and Actions

  4.4 Assignment and Delegation of Nursing Activities or Tasks

- **Oregon State Board of Nursing Chapter 851, Division 45**

  (k) Ensure unsafe nursing practices are addressed immediately;

  (i) Ensure unsafe practice and practice conditions are reported to the appropriate regulatory agency.

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All Hands on Deck

Although the mediated portion of our negotiations is just beginning, our ONA bargaining team has already spent countless hours negotiating so far. Our ONA team will need continued help and support from all of us to get to the finish line.

With that in mind, **ONA has added staff to support us.** Before talks even began, ONA brought on attorney **Hank Kaplan** (Bennett, Hartman, Morris & Kaplan) to lead negotiations on behalf of our team. Since then, our ranks have grown. Here are a few of the ONA faces around St. Charles in coming weeks.

**Tom Doyle**, attorney from Bennett, Hartman, Morris & Kaplan, who is helping to investigate and process National Labor Relations Board (NLRB) unfair labor practice (ULP) charges.

**Ateusa Salemi**, ONA lead labor rep and practicing RN, is assisting with contract enforcement issues (including grievances, ULP charges, etc.).

**Lydia Hallay**, ONA organizer, was on the ground with us in 2012 when she coordinated our informational picket. Now she’s coordinating our actions in support of bargaining, including nurse activism and community engagement.

**Brian Howard**, ONA labor rep, has many years of experience as an organizer and labor representative. He’s helping coordinate our organizing campaign here in Bend.

**Kevin Mealy**, ONA communications director, is supporting any communication and public relations needs we have as things ramp up.

**Bruce Humphreys** has been working part-time for our union as we searched for a new permanent staff person for our bargaining unit. He has assisted with

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grievances, investigatory meetings, and disciplinary issues.

Finally, our new Bend-based ONA labor rep, Renee Ruiz, will be joining the ONA team in mid-January. Born and raised in Kansas to a labor activist family, Renee has spent the better part of the last two decades supporting and working in the labor movement. She has worked with nurses around the country organizing new union members in legislative advocacy, electoral politics, collective bargaining, and contract enforcement. Most recently, Ms. Ruiz was Organizing Director for a United Food and Commercial Workers Union Local in Tacoma, WA and Commissioner for the Washington State Nursing Quality Care Assurance Commission (state board of nursing). This list is just a small part of the work. Really what matters now is how each and every nurse steps up to the challenge before us.

Want to know how to do your part? Simple:

1. **Join ONA.** If you’re already a member, ask a colleague to join. Membership sends a message to management that we are united.

2. **Join the Contract Action Team (CAT).** CAT members are ONA point people for their unit during negotiations. We need enough members to cover the whole hospital—ideally, **one CAT for every ten RNs in a unit**. Interested in joining or learning more? Come to the meeting on Monday, Dec. 3!

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### Get Involved!

**Our first two days of mediation are this Thursday, Nov. 29 and Friday, Nov. 30.**

We have several important ONA actions coming up that support the work our bargaining team is doing. Please mark your calendars and share this information with nurses on your unit.

**Bargaining Update Meeting**
Friday, Nov. 30, 6 - 9 p.m.
Conference Rooms A & B
Drop in to find out how our first two days of mediation went.

**Contract Action Team (CAT) Meeting**
Monday, Dec. 3, 6:15 - 9 p.m.
East Dining Room
Contract Action Team nurses play a key role in educating and mobilizing nurses in their unit. We can’t win a strong contract unless we are engaged and active in the effort. CAT is a small commitment with big rewards for our success in negotiations. Come to our next meeting to find out more!

**Remember: Wear your green scrubs every Monday and Thursday!**
2019 ONA NURSE LOBBY DAY

Tuesday, February 5, 2019

Join hundreds of nurses and nursing students at the State Capitol in Salem.

ONA will provide resources, materials and training to all attendees. First-time participants are welcome. ONA Nurse Lobby Day is open to all ONA members and student affiliates (Oregon Student Nurses Association members).

- **Meet your state legislators**
- **Learn more about 2019 legislative issues that affect nurses and our patients**
- **Learn how to effectively lobby decision makers**
- **Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope**
- **Receive continuing nursing education contact hours**

It’s vital that we have nurses represented in the discussions and decision about the issues that matter most to us this legislative session.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.