No Deal Yet

After a third mediation session, we have not yet reached a tentative agreement on a new union contract. We are in the process of scheduling additional dates for bargaining.

As our ONA team continues to press on, they need to know that nurses are behind them and willing to do what it takes to reach an agreement that satisfies our demands.

We are still fighting for:

- **Safe and Appropriate Staffing**: We’re pushing for language in our contract that, among other things, gives us the power to grieve violations of our hospital and unit-based staffing plans. This language would be first-of-its-kind in Oregon; helping to hold our employer accountable if and when they ignore Oregon’s Hospital Nurse Staffing Law.

- **Unit Practice Committee (UPC)**: The UPCs are the foundation of Shared Governance, yet the UPCs come and go, are not well supported and staff nurses have no control over their function or composition. We are pushing for new UPC language that promotes the shared governance spirit and empowers nurses to advocate for quality, safe patient care through the UPC forum.

- **Fair Wages**: The cost of living in our community has risen tremendously. We are asking that St. Charles provide nurses with a reasonable cost of living adjustment (tied to national data) so we can afford to continue living and working in our community.

- **Affordable Health Insurance**: As people who work every day to provide health care to others, it’s unconscionable that employees at St. Charles struggle to afford health care for themselves and their families.

- **Managements Rights**: St. Charles wants to continue to degrade the nursing profession and our contract that protects us. They are proposing devastating language to the Managements Rights article in the contract that would limit the nurses’ ability to advocate for the profession and patient care and to protect ourselves from the employer.

It’s time to turn up the pressure and let our community know that St. Charles is not aligned with the values we as caregivers hold dear.

Our ONA team is asking us to vote to approve and support informational picketing. This vote is being held online and all ONA members are encouraged to participate. If you are not yet an ONA member, please call the ONA office at 503-293-0011 to change your status. Our union is stronger when all of us are united, and your participation in this effort will help shape the future for nurses at St. Charles!

Vote Now to Authorize Informational Picketing

[Click here](#) to vote

Voting closes end of day

Friday, Jan. 4, 2019
‘Twas the night before Christmas, when all through the NICU,
Not a baby was stirring, not even one or a few;
The booties were hung by the entrance with care,
In hopes that St. Nicholas would soon be there;

The babies were nestled all snug in their beds;
While visions of breastmilk danced in their heads;
With the NNP/PA asleep dreaming of CPAP,
Nurses just settled their brains for a mini nap,

When up on the monitor there arose such a clatter,
A nurse sprang from her post to see what was the matter.
Away to the bedside she flew like a flash,
Tore open the swaddle and threw up the sash.

The glow of the jaundice of the late preterm child,
Gave a lustre of blue bili lights so wild,
When what to my wandering eyes did appear,
But a laboring mom with eyes full of fear;

With a new daddy driver so panicked and quick,
I knew in a moment he was not St. Nick.
More rapid than code blues, his courser they came,
And he whistled, and shouted, and called them by name:

"Now, Doctors! Now, Nurses! Now, RT and scrub tech!
On, Terral On, Carol! On, Stephanie and Bette!
To triage, to OR, just not in the hall!
Now dash away, dash away, dash away all!

With feet in the stirrups, and knees to the sky;
If we’re met with an obstacle, Murph will be our guy,
So out to communications they made a quick ring,
The resus box is what the R team will bring.

And then, in a twinkling, I heard Momma yell,
"He's coming, I’m pushing, what is that smell?"
As I drew in my head, and was turning around,
Down the canal, a baby came with a bound.

NICU Nurses

He was dressed in mec, from his head to his foot,
Not clear, not green, it was as black as soot,
A bundle of cries as he was placed on mom’s tummy,
They looked like lost friends so lovey and chummy.

His eyes-how they twinkled! His dimples, how merry!
His cheeks were like roses, his nose like a cherry!
His droll little mouth was drawn up like a bow,
And the vernix on his chin was as white as the snow;

His gums were pink, no sign of any teeth,
Acrocyanosis, around his feet like a wreath,
He had a broad face and a little round belly
That shook when he cried, like a bowl full of jelly.

He was chubby and plump, a right jolly new elf,
And I laughed when I saw him in spite of myself;
A wink of his eye and a twist of his head
Soon gave me to know I had nothing to dread;

He spoke not a word, but went straight to the breast,
And filled up his stomach, then took a long rest.
Clean up is done, report has been given,
Back to the NICU is where we’ll be livin'.

No admits for now, so the team gave a whistle,
And away they all flew like the down of a thistle.
But I heard them exclaim, as they walked out of sight --
"Happy Christmas to all, and to all a good night!!"
No JOY at St. Charles
Submitted by Marianne Kangas, Pre-Op Hold

(sung to the tune of “Joy to the World”)

No JOY at St. Charles, where the Scrooges live well
They reside at SCMC.
They refuse to support the nurses

Their hearts and minds are closed
Repeat the tightwads song!!
Repeat the tightwads song!
No JOY! No JOY! at SCMC!!

Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. Mislabeled: Emails from ONA are being flagged as junk or spam by your email service provider.
2. No Email: ONA does not have an email on file for you.
3. Bad Email: ONA has an incorrect or outdated email on file.
4. Blocked: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. Opted Out: You have opted out of receiving emails.
6. Work Email Filters: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. Check your junk/spam/clutter folder for ONA emails: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. Email ONA: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.
Bargaining Update - St. Charles Medical Center - Bend

ONA Files Unfair Labor Practices Against St. Charles

“We will not be silenced and we won’t let St. Charles intimidate us.”
ONA nurse leader Megan Hanson

This week we showed St. Charles what it looks like when nurses stand together to advocate for our patients and each other. On Monday, Dec. 17, ONA announced we have filed three unfair labor practice charges against St. Charles for inappropriately disciplining nurses at St. Charles Bend who raised concerns about patient safety and inadequate staffing and engaged in legally-protected union activities.

Our actions won positive news coverage from the national media as well as state and local outlets who reported on the charges and St. Charles’ pattern of trying to bully staff nurses.

Two of the three unfair labor practice charges detail how St. Charles retaliated against nurses who raised questions about nurse staffing and patient safety. The third charge shows how St. Charles targeted a nurse because they participated in legally-protected union activity during their personal time.

When St. Charles targets one nurse, it is an attack on all of us. These unfair labor practices charges show them nurses are united in standing up for our colleagues and fighting for our patients and our rights as union members!

What’s an Unfair Labor Practice?

The National Labor Relations Act (NLRA) is a federal law that protects workers’ rights. When an employer violates the NLRA it is an unfair labor practice. Unfair labor practice charges are the way we report law violations to the federal government.

Is This a Lawsuit?

Unfair labor practice charges are not lawsuits. It is a separate enforcement process that involves investigators and staff from the National Labor Relations Board (NLRB).

Who Filed It?

The three recent unfair labor practices (ULPs) were filed by ONA on behalf of all the nurses at St. Charles Bend to show the hospital we will not be silenced or intimidated by bullies. We will continue standing up for each other and our patients at the bedside and at the bargaining table.

What Happens Next?

The NLRB will open an investigation into the hospital’s actions and determine next steps. This process may take multiple months.

We know we will not have a resolution on these charges immediately, but filing them now puts St. Charles on notice that we won’t put up with this behavior and we won’t be bullied. What’s more our advocacy isn’t going to stop with these charges.

The key issues in all three cases are staffing, patient safety and nurses’ rights. We’re going to continue fighting for all three during our work and during contract negotiations.

“Safe staffing and safe patient care are nurses’ top priorities in contract negotiations and in these charges, People’s lives are on the line. We need to change St. Charles’ culture to make sure every health care provider is free to speak up when they see a safety concern so we can fix the problem and make sure it never happens again.”
ONA local nurse leader Joel Hernandez, RN.

American Nurse Association (ANA) research validates the bullying issues raised by nurses at St. Charles in the article “Lateral Violence in Nursing and the Theory of the Nurse as Wounded Healer.”

- Lateral violence (LV), a deliberate and harmful behavior demonstrated in the workplace by one employee to another, is a significant problem in the nursing profession.

- Because LV is often perpetrated by nurse managers and directors, it can be difficult to report (Johnson & Rea, 2009; O’Connell, Young, Brooks, Hutchings, & Lofthouse, 2000). Yet if LV is ignored and permitted to continue, the healthcare organization can be held liable for the consequences. Additionally, there can be an

Continued on page 5
ONA Files ULP

increased cost to the organization, as nurses experiencing LV may leave the organization. The cost of replacing and training a medical-surgical nurse is estimated at $92,000 and the replacement cost of training a specialty nurse (e.g., a critical care or emergency department (ED) nurse) can be closer to $145,000 (Kennedy & Nichols, 2012).

Citation: Christie, W., Jones, S., (December 9, 2013) "Lateral Violence in Nursing and the Theory of the Nurse as Wounded Healer" OJIN: The Online Journal of Issues in Nursing Vol. 19 No. 1.

Thank you to the three nurses who participated in filing these charges and the nurses like Megan and David who have been public advocates to show St. Charles we will continue standing by our colleagues and fighting for safe patient care!

If you have reason to suspect you your rights under federal law have been violated or you have been inappropriately targeted for discipline after speaking up for patient safety, staffing or union activities, please contact Lydia Hallay at Hallay@OregonRN.org.

Sacred Heart Nurses Stand with Us!

ONA Nurses at Sacred Heart Medial Center send messages of encouragement during these tough negotiations!

ONA-represented nurses from Sacred Heart Medical Center and Sacred Heart Home Health sent messages of support to our ONA team this week. Kevyn Paul, an Emergency Department nurse, bargaining unit co-chair and member of ONA’s statewide Cabinet on Economic and General Welfare, traveled from Springfield on Dec. 20 to present our ONA team with a $200 gift card to help offset the cost of meals during mediation. She let our team know that Sacred Heart nurses are prepared to stand with us as we continue on our fight for a fair agreement.

ONA-represented Sacred Heart Medical Center nurses supporting St. Charles Medical Center in Bend.

2019 ONA NURSE LOBBY DAY

Tuesday, Feb. 5, 2019, Salem, OR

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.

Visit www.OregonRN.org to learn more

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
ONA BARGAINING UNIT LEADERSHIP CONFERENCE

April 10-11, 2019, Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton and Executive Towers in downtown Portland.

- Use concerted actions to solve problems
- Build strength with issue-based organizing
- Identify and develop new nurse leaders

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Who Should Attend

Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration

Registration is free for members and student affiliates. Secure your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon