ONA Cancer Center Nurses Fight for Their Rights.

June 29, 20220- Oregon Nurses Association (ONA) Cancer Center nurses voted unanimously to become part of the existing bargaining unit at St. Charles Heath Systems (SCHS)-Bend in November 2019. The fight to be recognized by management as part of the St Charles community of nurses began before the ONA vote.

In a pre-vote National Labor Relations Board hearing, the attorney for management tried to prove the Cancer Center nurses were somehow not a part of St Charles. The nurses pushed back proving they were absolutely employees of SCHS and a part of the system of care for SCHS patients.

Similarly, the same attempt was made before the SCHS – Bend Stress Testing nurses voted to be part of ONA in September 2019. It was not until the end of May of this year, when management agreed to acknowledge the Stress Testing nurses as full part of the ONA SCHS-Bend contract.

Currently, the ONA Cancer Center nurse are still waiting to be brought into the contract completely. While waiting, the nurses are enforcing their rights to representation and pushing back collectively on issues in the Cancer Center like timely posting of schedules, changes in schedules, unsafe staffing, non-equitable hospital requested call off, also known as “HRing” practices, and bullying.

As part of the campaign toward full recognition, the ONA Cancer Center nurses designed a button, with the right question and answer: What are we waiting for? Ask me. These ONA nurses are prepared to engage with other SCHS nurses as well as others about their journey to be recognized by management as ONA members and to talk about the issues on the unit they are working to address.

While ONA Cancer Center nurses are fighting to be recognized fully by management, the Oregon Federation of Nurses & Health Professionals (ONFHP) Techs, who voted to become union the same day in September the Stress Testing nurses voted, are fighting with management to get their first contract. ONA nurses are in support of ONFHP in their fight.
PES/Sage View Nurses Use Their Collective Power to Make Change.

ONA nurses in PES/Sage View (Behavioral Health) delivered a document to Human Resources outlining the state of the working relationship between nurses and the top of their management leadership in the department on June 20, 2020.

The issues hindering a positive relationship between management include but not limited to:

- Non-nursing staff practicing nursing without a license, making decisions regarding patient care and nursing practice,
- COVID-19 precautions not established by clinical caregivers
- Disregard for work done collaboratively with department management and the Department Practice Committee ONA nurses
- Belittling ONA nurses’ union rights
- Refusal to comply with department staffing plan-non-compliance with OHA
- Creation of a bullying and untrusting workplace environment.

The ONA nurses are hopeful working with the internal nursing hierarchy within SCHS will create a good structure protecting patients and nursing practice, before having to go to outside oversight agencies.

Bio-Med Nurses

Bio-Med Nurses and Trauma Response.

By Bio-Med nurses not being notified promptly of trauma, a violation of a long-standing policy, the department management made a far-reaching decision.

Nurses are put into a position now where it is necessary to file complaints with the Oregon Health Authority daily until the issue is resolved with the plan to ensure patient safety and respect for nursing practice.

PPE Rationing

PPE rationing and the Units

Is your department using personal protective equipment (PPE) rationing?

- Are you having skin issues or other health issues associated with rationing?
- Are you allowed to wear appropriate PPE you acquired for personal use on shift?

Tell us your stories! Send an email to your Labor Representative ruiz@oregonrn.org.