Flu Policy Bargaining

In a 2019 arbitration decision, St. Charles Health System (SCHS) management was directed to negotiate implementation of the 2019-2020 facility-wide flu policy. Since August, your Oregon Nurses Association (ONA) bargaining team met with management four times, bringing nurses concerns and suggestions to the table.

The main priorities were:

- Stickers on the badge violates the privacy of nurses and should NOT be used as a public display of compliance.
- 2019 CDC recommendations DO NOT call for masking, except in direct contact with a flu positive or symptomatic patient.
- When masks are called for in a situation, the appropriate mask would be available to nurses.
- No punitive “occurrence” system for “sick” absences during the flu season.
- Incentives for nurses to get vaccinated.

These positions were similar to the points made to management at the bargaining table at SCHS Redmond during contract bargaining. Nurses had made their points clear to SCHS management by taking the issue to arbitration and again several times over the last few months.

On Nov. 18, SCHS management made it clear they were no longer willing to continue bargaining. Your ONA/SCHS leadership pushed to meet one more time on Nov. 22. During the meeting your ONA leaders made it clear to management that by walking away from the table the nurses would respond with action, both legal and direct action on the ground if the old, arbitrated policy was enacted without an agreement being reached.

Management did not heed the warning and proceeded to implement the policy on Dec. 1, 2019.

Your ONA team is working with the ONA legal department on next legal steps. Reach out to your ONA stewards and leaders to get an update on the “on the ground action(s)” taking place.

ONA/SCHS-Redmond Nurses Negotiate New Contract

After a 21-hour session of bargaining ending in the wee hours of Nov. 13, ONA Redmond nurses reached a new agreement with management. The four-year agreement includes a nine percent wage increase for all nurses plus additional wage increases over the life of the contract, critical needs pay for emergency department nurses and expanded education monies.

During the negotiation process ONA Redmond nurses prioritized the health and welfare of nurses at the bedside. Bringing the issue of workplace violence to the table became the main discussion topic for both sides. The ONA bargaining team gathered personal stories from their co-workers to show how violence happens in the facility and is not always recognized or reported. To management it was a wake-up call around trying to build a better relationship with caregivers, so everyone feels safe in their work place.
No Tolerance for Violence!

Throughout SCHS, work is being done to prevent and address workplace violence. Study after study shows violence happens to healthcare professionals at an alarming frequency. If your feel you are in a situation where violence is possible, is happening, or has happened on your unit with a patient, a patient’s family or another caregiver report it.

To report, talk to your management team fill out your SAS and SRDF reports. If you want an advocate with you when you report, contact your ONA steward, a leadership team member or labor representative.

Internal work is being done system-wide to make SCHS a place where violence is not tolerated. Two committees are tasked with the work: the safety committee and the newly formed assault committee. These committees need ONA nurse voices. If you are interested in participating email ONA Labor Rep Renee Ruiz at ruiz@oregonrn.org.

PNCC Funds

A new year is just around the corner and new opportunities will be available. Have you decided on a conference you would like to attend? Or a new training to expand your practice?

Check with your PNCC members on how you could get financial help to make those new opportunities happen in 2020.

ONA LABOR REPRESENTATIVE

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SAVE THE DATE!

ONA Convention and House of Delegates

May 18-19, 2020
Portland, OR

The convention’s theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA's strategic plan including equity and inclusion.

Registration is open at oregonrn.org/events