Tuality Community Hospital (TCH)
Newsletter for Nurses
Feb. 28, 2018

With Our New Contract, the Entire State is Looking to Us!

On Monday, Feb. 12, 2018, 99 percent of the members at Tuality Community Hospital (TCH) voted to ratify our new contract, which means the tentative agreement will be signed and in effect until March 31, 2020. Click here to see the list of changes.

Guaranteed Breaks and Break Relief Nurses: How will that work?

We are trailblazers. Nurses across the state of Oregon are talking about our exciting win for breaks and want to have similar standards in their hospitals. Now the real work is to make sure it is successful.

What’s most important is that TCH agreed that it is the hospital’s responsibility to provide breaks, and they put that in writing. This is huge because, as with almost all hospitals, up to now administration maintained that the responsibility falls on individual nurses.

Some have questions about the details of break relief nurses, like their length of shifts, what time they will start, etc. Your team will work with administration in how they roll it out, but these are the important points:

• We are guaranteed to have rest and meal breaks.
• We will have a nurse who is dedicated ONLY to giving us breaks.
• It is administration’s responsibility to make sure the plan works and hammer out the details.
• It is our responsibility to hold them accountable.

The break relief nurse program is a pilot program. For it to be successful we must be vigilant in making sure we actually get all our rest and meal breaks, and we need to take our break when asked to go.

We Are the Union, and Our Union is Stronger When More of Us Participate.

We win when we publicly show TCH’s administration our unity, and even though we have a new contract, we must stay united and involved to hold everyone accountable. The continued strength of our union depends upon the
involvement of nurses like us.

Several important leadership roles are up for election or appointment. Consider nominating a nurse colleague, or, better yet, consider running and serving in one of these roles yourself! Our Oregon Nurses Association (ONA) committees and executive team are made up of our nurse colleagues who we elect to help run the day-to-day operations of our union.

**Executive Team**

**Bargaining Chair:**
- Conduct and supervise the affairs of the ONA Collective Bargaining Unit of Tuality Community Hospital in accordance with these Bylaws
- Serve as an ex-officio member of all ONA Collective Bargaining Unit of Tuality Community Hospital committees
- Appoint special committees and their members with the approval of the Executive Committee
- Fill vacancies that occur on committees with the approval of the executive committee until the next regular election
- Enforce these Bylaws and ensure that all officers perform their respective duties.
- Vice Bargaining Chair:
  - Assist the Chairperson in the discharge of all duties
  - Perform such other duties and render such assistance as may be directed by the Chairperson
  - In case of the Chairperson’s absence, the Vice-Chair shall perform the duties of the Chairperson
  - Should the Chairperson’s position be vacated, the Vice Chair shall serve as the Chairperson until the next election.

**Secretary:**
- Verify that amendments to bylaws are properly submitted
- Record, maintain and archive minutes for all Executive Committee meetings
- Conduct correspondence as directed by the Executive Committee.

**Membership Chair:**
- Ensures that all new hires are contacted in a timely fashion to discuss membership in the ONA Collective Bargaining Unit of Tuality Community Hospital and the ONA
- Ensures new hires are provided with a copy of the collective bargaining agreement, these, an ONA membership application and to ensure that the new hires are introduced to the new hires’ unit steward;
- Strive to increase the membership of the bargaining unit

**Grievance Chair:**
- Conduct and supervise the affairs of the Executive Committee with regard to grievances.
- Oversees unit representatives in their processing and investigation of all grievance complaints filed by BU members
- Responsible for securing representation, if requested, for the grievant when their unit representative is not available.

**Professional Nursing Care Committee (PNCC) Chair:**
- Conduct and supervise the affairs of the PNCC.
- Elections to bargained committees
- Environment of Care Committee 3 Seats:
  - Meets the 1st Wednesday of every month
- Benefits committee 3 seats:
  - Meets once a quarter
- PNCC (add what PNCC does) 5 seats:
  - Meets once a month (time and date to be determined) for 2 hour meetings
  - Management Labor Committee:
    - 1 member at large seat, Bargaining Chair and Grievance Chair to serve on this committee
    - Meets once every two months
You may nominate yourself or a nurse colleague. In order for a nomination to be valid, the nominee (yourself or someone else) must be an ONA
We Are the Union . . .

Nominations are due April 8, 2018; please submit them to your ONA labor relations representative, Brian Howard by email at Howard@OregonRN.org. If more than one candidate is nominated for any position, we will hold an election no later than May 15, 2018, with nominees taking over the offices they’re elected to starting on June 1, 2018.

ONA invites you to bring your voice and perspective to the ONA Convention and House of Delegates (HOD), held April 18-20, 2018 in Bend.

The HOD is ONA’s primary governing body. As a delegate, you will hear from ONA’s Board of Directors, Cabinets, Constitution Associations and other leadership groups and discuss and vote on resolutions, amendments and other initiatives.

Delegates pledge to register for and attend ONA’s House of Delegates on Friday, April 20 and delegates and other nurses are invited to register to attend the continuing education days, April 18-19.

Travel, lodging and education reimbursements may be available.

Please see your bargaining unit or constituent association rules on how to apply for reimbursement.

Deadline for nomination is
March 6, 2018

Becoming a Delegate is Simple!

Step 1: Go to the ONA website:
www.OregonRN.org/Delegate

Step 2: Complete your Delegate Nomination Form

Step 3: Register to attend ONA’s HOD and Convention

Questions? Contact Whitney Wong, at Wong@OregonRN.org or 503-293-0011 ext. 1325.

www.OregonRN.org/Delegate
**Oregon Nurses Association / Tuality Community Hospital**

**Nomination & Consent to Serve Form**

**RETURN TO:**

Mail to: Brian Howard  
Oregon Nurses Association  
18765 SW Boones Ferry Road Suite 200  
Tualatin, OR 97062-8487

Fax to: 503-293-0013 Attn: Brian Howard  
Email to: Howard@OregonRN.org

**Please nominate any active member you would like to serve. Please endeavor to get their signature so we know that the nurse you nominate is willing to serve if appointed.**

**DEADLINE IS APRIL 8, 2018!**

Printed name of person completing form: ________________________________

Your email address: ____________________________________________________

Name of the person you are nominating: ________________________________

*(The nominee must submit a consent to serve form prior to election or appointment)*

**Office/Position nominating for:**

- Bargaining Chair  
- Grievance Chair  
- Secretary  
- PNCC Chair  
- Membership Chair  
- PNCC

*You must be an ONA member to serve.*

If you have questions, contact Brian Howard, 503-293-0011 or Howard@OregonRN.org

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**CONSENT TO SERVE**

If appointed/nominated, I consent to serve for the following offices (list all that apply):

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Printed Name: __________________________ Signature: __________________________ Date: __________________________

Home email: __________________________ Mobile phone: __________________________

Best time to reach me: __________________________ Best way to reach me: __________________________