When your Oregon Nurses Association (ONA) bargaining team negotiated our latest Tuality Community Hospital (TCH) contract, consistent rest and meal breaks was one of our top priorities. Not only are such rest periods mandated by law, but we know that rested nurses are safer, more effective, and have higher job satisfaction. Breaks are a critical component of improving patient outcomes and the retention of great nurses.

In August of 2017 — before bargaining started — we took a survey of nurses and found that only 21 percent said they consistently take uninterrupted rest breaks, and the remainder of nurses took breaks sometimes, rarely, or never during the majority of their shifts.

The best way to help guarantee consistent, uninterrupted breaks is allocating a nurse whose sole responsibility is covering the patient load of breaking nurses. That is why we proposed a solution: The hospital will commit to assigning a break relief nurse to each unit for the purposes of rest and meal breaks.

Tuality nurses stood united on this issue and won language for a pilot program of break relief nurses. But winning language is only the first step — we want to make sure this program is a success.

It has been a year, so we took another survey of nurses regarding breaks, this time 92 percent of respondents reported being able to consistently take uninterrupted rest breaks. That is a 71 percent increase from before the pilot! (47 percent said they always get their break, and 45 percent said usually.)

Overall, there is a high level of satisfaction — respondents said things like, “We really get breaks!” “I’m excited to pack my lunch bag knowing I will have a chance to get my breaks,” “I don’t feel guilty handing off my patients,” “I have time to totally relax/recharge because I know my patients are being closely watched,” and “I feel rested from getting regular breaks.”

But for others it is far from perfect, and we have more work to do to make sure that the program works in the areas implemented (ICU/PCU, Med Surg, ER, and FBU) and make sure that areas that don’t have a break relief nurse PACU, Day Surgery, TOPS, OR and Cath Lab) are able to have consistent breaks as well. We will be meeting with those departments to come up with solutions.

Posting of Positions

A few months ago, nurses noticed that there was not a standard or consistent practice of posting new positions. We filed a grievance and signed a letter asking that a best practice be established and maintained in all areas of the hospital. Administration agreed and established a portal for searches notifications of job postings. Follow the link for the directions on how to apply.

Click Here.
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.

- Communication Skills
- Advocacy
- Building a Stronger Unit
- Running Effective Meetings
- Staffing Committee Training
- Issue Organizing
- Personal Skill Development

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

Special Guest Speaker: Sylvia Mendez

ONA is proud to present our keynote speaker, Sylvia Mendez. In 1943, students of Mexican decent were required to enroll in separate schools from Caucasian children. When Sylvia was in third grade, she and her siblings were denied admission to the segregated, “white school” near their Orange County home. The Mendez family fought back. Their 1947 victory desegregated public schools in California and became an example for broader decisions, such as the Brown v Board of education.

Sylvia Mendez worked for 33 years as a nurse at the Los Angeles University of Southern California Medical Center.

Who Should Attend

Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available.

Registration

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

www.OregonRN.org/event/2019BUCon
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.
2019 Statewide Elections

As of March 1, ONA members can vote in the 2019 ONA Statewide Elections.

Active elections are a sign of a healthy organization and we are excited to see so many nurses engaged in helping shape the future of ONA.

Make sure you review the candidates and cast your vote to help elect the next group of ONA leaders.

Voting Process and Details

ONA uses Election-America as the service provider for our 2019 ONA Statewide Election.

- You will receive an email or postcard from Elections-America with your voting verification information: an election code and voting pin number
- Visit https://vote.election-america.com/ONA to enter your verification information and cast your vote

For technical assistance, please contact Election-America at Help+ONA@election-america.com

For questions regarding your membership or election guidelines, please contact ONA at ona@oregonrn.org

Visit www.OregonRN.org/2019Election to see the full list of candidates.

The election closes at noon on April 15, 2019.