Our New Union Officers

Our election period has come to a close. We are excited to announce our new Hillsboro-ONA officer group, many of which will comprise members of the bargaining team. Most of these individuals are renewing their officer positions, please take a moment to thank them for their dedication to making Hillsboro a better place to work by improving wages, staffing and working conditions. This group relentlessly advocates for us on a regular basis, on top of being a staff nurse during the most trying time in healthcare.

- **Chair**
  Chris Peterson, ED

- **Vice Chair**
  Cindy Whitaker, PACU

- **Secretary/Treasurer**
  Terri Kaiser, TOPS

- **Membership Chair**
  Bobbi Childers (Resource)

- **Grievance Chair**
  Jayesh Palshikar (CRU)

- **PNCC Chair**
  Dawn Eszterhas, ED

Andrea Haney from Maternity and Chris Fults from Med/Surg will continue serving as stewards and staffing committee members. In addition, Elissa Rankin from 4W stepped up to be a steward. She is now trained but will need some time getting familiar with her new role. Thank you for helping us become a stronger union Elissa!

Other nurses have shown interest in getting involved with their union. Becoming a union steward, a contract action team member and/or being part of our professional nurse care committee (PNCC) is a great way to start.

If you are interested in getting involved, please reach out to any one of us listed on the sidebar, or our labor rep Jocelyn Pitman at Pitman@OregonRN.org.

Upcoming virtual steward trainings can be found here (see schedule on p. 3):
www.OregonRN.org/Steward-Training

Addressing the Omicron Surge

Cindy Whitaker, Terri Kaiser and our labor rep Jocelyn Pitman have been meeting regularly with our CNO Jen Packer and other members of administration to plan for the Omicron surge.

We have negotiated a plan to address the need for med/surg overflow patients to be cared for in our day surgery unit.

We met with administration on Jan. 19, 2022, to finalize incentives for day-shift perioperative nurses to move to nights temporarily.

We used our incentives agreement from August 2021 as guidance for the upcoming agreement.


Or go to www.OregonRN.org/OHSU-H and follow the link, or scan the QR code.
Addressing the Omicron Surge  

In addition, we are speaking with administration to address ongoing concerns from the night shift workers in the emergency department who have remained dedicated to this hospital during this trying time.

We are in communication with maternity nurses who have floated over 500 hours in the last pay period to care for adults and other patients outside of their standard practice. We are preparing to address these concerns with administration.

One thing that is certain, is that your agreed upon staffing plan cannot be violated without all of these three criteria being met:

- The hospital must be under a state or federal emergency,
- The hospital must be under a facility disaster plan, and
- The hospital must be under crisis standards of care.

Of these three items, they have not met the crisis standards of care.

They are able to create a surge staffing plan for a new surge staffing plan for the temporary unit day surgery unit but not deviate from current staffing plans.

The new surge staffing plan will need to be voted on by the staffing committee. An emergency staffing committee meeting is scheduled for Jan. 21, 2022.

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org

BECOME AN ONA MEMBER TODAY

The more united we are, the stronger we are!

Complete an online application for membership on the ONA/OHSU-H bargaining unit webpage at www.OregonRN.org/Apply or reach out to your steward or bargaining team representative for a membership form.

Scan the QR code to become a member of ONA today!
Retention Bonus Coming on Feb. 4, 2022

All nurses with a full-time equivalency (FTE) of point six (.6) and higher and were employed prior to Aug. 6, 2021 will be receiving a competitive retention bonus that would have not happened without the hard work of our union negotiating for us.

Nurses with an FTE between point six (.6) and point eight-nine (.89) will be receiving $3,000. Nurses that are point nine (.9) and above will be receiving $5,000.

Even after taxes, this more than pays for one year’s worth of union membership. Are you not a member?

It’s more important than ever to be a dues paying member when we are gearing up for contract negotiations. We will continue to advocate for per diem nurses and nurses whom were employed after Aug. 6, 2021 to also receive financial recognition.

You will be able to participate in our bargaining survey, show management that we are united for better wages and working conditions and vote on our contract.

Please join today by scanning this QR code and filling out the brief form.

www.OregonRN.org/Apply.

Bargaining Survey for Members

Our bargaining survey was launched last week. Have you had a chance to fill it out? This is the survey that will guide us in our contract proposals in negotiations.

We will be closing the survey on Feb. 7, 2022. You must be a dues paying member to have your voice heard. Please complete today.


Steward Trainings

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues.

More training dates will be announced as they are finalized.

www.OregonRN.org/Steward-Training

Topics and Dates

Introductory Steward Training
- Saturday, February 5
- Wednesday, March 9
- Saturday, April 2
- Friday, May 6
- Saturday, June 4

Grievance Handling Training
- Saturday, January 29
- Monday, March 28
- Saturday, May 28

Building Power Training
- Tuesday, February 22
- Saturday, April 16
- Monday, June 20
ONA Statewide Elections: Nominations Now Open

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s statewide elections! Nominations will open January 17, 2022 and the full list of available positions open for the 2022 elections is still being finalized. Stay tuned for more information and start thinking about how you can get involved in your statewide professional organization.


ONA Convention & House of Delegates, May 17-19, 2022

The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is Stand Up, Rise Up, Celebrate! The Power of Our Profession.

The past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward.

Together, we can stand up to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can rise up and build a better health care system that values caregivers and patients. Together, we can celebrate our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19) that delve into topics such as equity in health care, racism as a public health crisis, building collective power, safe nurse staffing, and so much more.

Convention & House of Delegates Registration is now open, click here. Or go to www.OregonRN.org and follow the link.

House of Delegates Nomination page, click here.