Nurse Staffing Committee

Our nurse staffing committee seeks staff nurse to fill one vacancy for unit 5.

This committee was established by Oregon state law and works to find solutions to nurse staffing problems. Under the Oregon Hospital Nurse Staffing Law, when a labor organization such as ONA exists, we get to run the process to fill staffing committee vacancies.

The Oregon Hospital Nurse Staffing Law provides that the staffing committee shall include at least one direct care registered nurse from each hospital nurse specialty or unit.

If you are a nurse who works on unit 5, cares about staffing (who doesn’t?), and wants to help ensure safe staffing and compliance with the law at Unity, please contact your nurse leaders or ONA staff rep Jaime Newman by email Newman@OregonRN.org.

Unity Nurse Staffing Committee Roster

<table>
<thead>
<tr>
<th>Unit</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1E</td>
<td>Lisa Briggs</td>
</tr>
<tr>
<td>1W</td>
<td>Naba Kanteh</td>
</tr>
<tr>
<td>2</td>
<td>Jeffrey Ferrier</td>
</tr>
<tr>
<td>5</td>
<td>Jennifer Chauvin</td>
</tr>
<tr>
<td>6</td>
<td>Tracie Henry</td>
</tr>
<tr>
<td>PES</td>
<td>Cynthia Washburn</td>
</tr>
<tr>
<td>Unit 5</td>
<td>Vacant</td>
</tr>
</tbody>
</table>

PNCC

Welcome our newly established Professional Nursing Care Committees (PNCC)!

PNCC is established by Article 17 of our union contract. The committee is comprised of six direct care nurses and two members of management. We may also have up to 3 alternates to this committee (one from each cluster PEDS, PES, Adult). PNCC has many important responsibilities within Unity. It is tasked with the following:

- Improve communication between staff nurses and nursing administration.
- Create and celebrate a nursing environment at Unity which is excellent.

Unity Nurse PNCC Committee Roster

<table>
<thead>
<tr>
<th>Unit</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1W</td>
<td>Haley Choi</td>
</tr>
<tr>
<td>5</td>
<td>Jennifer Chauvin</td>
</tr>
<tr>
<td>PES</td>
<td>Sarah Mittelman, alternate</td>
</tr>
<tr>
<td>PES</td>
<td>Brigette Rudisel</td>
</tr>
<tr>
<td>2</td>
<td>Nathan Jesky</td>
</tr>
<tr>
<td>1E</td>
<td>Lisa Briggs</td>
</tr>
<tr>
<td>6</td>
<td>Candy DeBoer</td>
</tr>
</tbody>
</table>
Grievance Highlights, We Need Your Help!

www.surveymonkey.com/r/UCBH22-SURVEY

Pay Scale Secrecy

You may recall the struggles we have had as a union trying to get pay transparency and to be able to view the pay scale.

The only other hospital we work with here at ONA that hides their pay scale is Legacy Silverton Hospital.

Legacy Unity did agree, during negotiations, to make the pay scale accessible. Here is our contract language: “Nurses and ONA staff representatives will be able to view the step schedule on a confidential website, which will not be printed or shared outside of Unity or ONA.”

Due to Unity’s refusal to provide the pay scale after multiple requests, we filed a grievance on May 20, 2022. Unity stated they were unable to create the confidential website they agreed to create in the contract language.

Legacy responded to our grievance (you can read the full response here) by stating they would provide the wage scale if both ONA staff and each Unity nurse sign a confidentiality agreement for access to the wage scale.

You can read the whole confidentiality agreement that Legacy demanded here.

Why the need for so much secrecy? Some states in the U.S. have laws around pay transparency but unfortunately Oregon is not one of them. One thing we do know is that maintaining secrecy around pay is known as "asymmetric information."

Asymmetric information is a term that refers to when one party in a transaction is in possession of more information than the other. In a practical sense, this means the person with less information loses out.

Said another way, when salaries are secretive, employees usually make less and the company saves that money. We suspect that, if Legacy were to be transparent with what their employees are paid, it would expose how problematic their pay practices are.

We suspect that Legacy is hiding their pay practices to keep those pay inequities hidden. These pay inequities likely affect people of color and women the most. We’d love to hear your thoughts on why Legacy needs to keep the wage scale hidden.

Why do you think Legacy demands extreme confidentiality on pay?

This grievance is currently pending arbitration. (follow the survey link or QR code above).

Contractual Pay Increases

An additional pay related grievance was filed as nurses not only cannot see the wage scale but have no way to confirm their contractual pay increases are accurate.

Under Article 10B of the contract, nurses are entitled to step pay increases, yet we have no information on what nurses at Legacy Emanuel have received. Also, under Article 10C, nurses are entitled to contractual increases to the step schedule., Yet, again, we have been given no information on what those increases have been for Legacy Emanuel nurses. This grievance is currently at step 2 of the grievance procedure.

Partial Shifts

An incident arose when a nurse was unable to report to work as scheduled, but only needed to miss the first four hours of a scheduled 12-hour shift.

This nurse contacted the staffing office to make the appropriate arrangements. The nurse manager then contacted the nurse prior to that shift to state that, if they could not arrive at work as originally scheduled, they could not work for any portion of that regularly scheduled shift.

The manager stated that partial shifts are not allowed. A grievance was filed for work denied (by management), loss of APL, and for unequal staffing practices across all units.

continued on page 3
We wondered how it could be that, when we are so incredibly short-staffed, a nurse was told they could not come to work at all if they could not work the entire shift.

Note that Unity is applying the “no partial shifts” rule only to a nurse’s regularly scheduled shifts and not Legacy Shift Incentive (LSI) shifts.

Our understanding is that there is not a consistent practice on this across Unity and that each unit may be doing it slightly differently. We need your help on this. Could you please take a few minutes to answer a couple questions to help us firm up our position on this grievance as it is most likely headed to arbitration?

Follow the link or QR code on page 2 to take the survey.

Holiday and Weekends

It was brought to our attention early this year that there were concerns with how the holidays were being assigned and the impact that holiday rotation was having on folks’ scheduled weekends.

ONA filed a grievance for violations of Article 8M, 11B & C. Notably, Article 11B of the contract states that, “… holiday work will be rotated by the employer as equitably as possible.” We believe that Unity has made no efforts to ensure that holiday work has been assigned equitably with minimal disruption to assigned weekends per Article 8M.

We made several repeated requests to meet and discuss these issues in the late spring of 2022 in hopes of problem-solving these concerns before the winter holidays hit. Unity ignored those requests and, yet again, we were left with no choice but to file a grievance.

We could definitely use some input from you as this grievance moves through the process. Follow the link or QR code on page 2 to take the survey.

Safety & Staffing Association Grievance

ONA filed grievance in April of 2022 to highlight violations of Article 18:

“It is the objective of both parties to the Agreement that safe working conditions shall be maintained. Toward that end, Unity will make necessary safety equipment available and promote safe working conditions.”

This grievance is currently pending arbitration.

PNCC

Make recommendations on training and education for nurses, including use of professional development funds.

Consider workplace violence issues related to nurses.

The committee will meet every other month for two hours starting in January 2023. Serving on this committee is paid time.

Alternates are need for the PNCC, contact the PNCC chair to be considered.

New Employee Orientation

If you are “newly hired” to Unity we have probably missed the opportunity to welcome you to our union, ONA!

We haven’t been able to hold new employee orientations in person since March 2020.

Please contact us right away so we can get you all of the welcome information, and paperwork!

Contact ONA by email

MemberServices@OregonRN.org (503) 293-0011 or contact your labor rep. Newman@OregonRN.org (503) 293-0011 ext. 1331. You can also contact your Membership chair, elected nurse leaders or unit rep! We look forward to meeting our new folks!
Stewards Trainings

www.OregonRN.org/Steward-Training

Help Survivors of Sexual Assault

The Multnomah County District Attorney (MCDA) Victim Assistance Program is looking for dedicated and compassionate community members to join their volunteer Sexual Assault Victim Advocate team (SAVA). As a volunteer you will learn from experts, empower survivors and help hold perpetrators accountable.

SAVAs provide support and information to survivors during the medical exam and law enforcement interview. They are a critical part of the program’s ability to serve victims during an often traumatic and stressful time in their lives.

All potential volunteers must complete a volunteer application, attend the comprehensive MCDA 40-hour SAVA training and participate in ongoing training.

How to volunteer:
- Complete an application and background check form.
- Submit copies of your driver’s license and insurance.
- For more information, please contact the MCDA at 503-988-3222 or email sava@mcda.us ATT: SAVA Training Coordinator

Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

Take a few minutes to write down your story and submit it to:
www.oregonrn.org/nursingstories