Legacy Appeals: Another Delay by Legacy Management

Legacy’s legal counsel notified us on July 11 that they are requesting a review of the June 12 decision made by the National Labor Relations Board’s (NLRB) Regional Director. The decision was the result of the May 21-23 NLRB hearing and allowed Unity nurses to have their own election. Legacy continues to argue that Unity nurses should have a combined union and election with Emanuel and Randall’s 1500 plus nurses. Oregon Nurses Association (ONA) will be objecting to the appeal. The NLRB does not have to grant the request for review. If the review is granted, ONA and Legacy legal counsel will have to go to Washington D.C. to provide oral arguments to the NLRB.

This delay disrespects and makes invisible our collective decision to become ONA union members.

Despite the pending NLRB review, we have the right to begin union contract negotiations. If Legacy refuses to bargain with us, we are able to file an Unfair Labor Practice with the NLRB.

Sharing our Stories with Chair Deborah Kafoury

We met with Chair Kafoury and shared why we voted to join ONA. We shared Legacy’s various anti-union tactics and their most recent attempt to delay recognition of our union. The Chair was alarmed and will be reaching out to Unity President Gretchen Nichols to ask that Legacy respect and listen to Unity staff nurses.
Our [ONA / Unity Bylaws](#) vote is now open! [Click Here](#) or go to surveymonkey.com/r/UCBH-BylawsVote. The vote will close at 5:00 pm on Friday, July 19.

Our Bargaining Unit Nominations open Monday, July 22 and close Thursday, August 1.

An online election will take place on August 16. Nominations will be for the following positions: Chair, Vice-Chair, Secretary/Treasurer, Grievance Chair, Membership Chair and Unity Staffing Committee Chair.

### ONA Unsafe Staffing Forms

The Staffing Request and Documentation Forms (SRDF) are available at oregonrn.org/115.

SRDFs are used to report when nurse staffing on our unit/shift is insufficient and/or unsafe. The report is part of the ethical obligation of nurses to report when provision of "safe patient care" is, at the least, not supported or at the most, impossible.

When you or a colleague are on a shift and are faced with staffing which is imminently or potentially unsafe according to the various causes of unsafe staffing, it is intended that you or the charge nurse a) notify someone in the chain of command, b) ask for additional staff, and c) ask for a response in a reasonable period of time, e.g., minutes, hours.

Following this, the nurse assumes the patient care load as assigned, asking for help as they need. At the end of the shift, or within 48 hours, the nurse completes the form, files it with the nurse manager, Hospital’s Staffing Committee staff nurse co-chair, their unit’s staffing committee representative and ONA. The data on the SRDF forms is converted to statistics and reports are generated.

**Definition and Description of a Staffing Problem**

- **Definition and description of a staffing problem**
- **What is important to report**
- It is important to report the cause of the insufficient/unsafe staffing
- The number of additional staffing requested
- The turnover of the unit (admissions, discharges, transfers in/out) so that turnover can be evaluated
- Untoward consequences

Fill out and file a form, even if the problem is corrected during your shift.

### Staffing Training with ONA’s Therese O'Donnell

Oregon’s revised Hospital Nurse Staffing Law requires hospitals to establish and maintain a house-wide nurse staffing committee.

This committee is charged with developing a written, hospital-wide staffing plan for nursing services, ensuring adequate nurse staffing “to meet the health needs of the patients.”

At our July 22 meeting we'll be joined by Nurse Practice Consultant Therese O'Donnell of Oregon Nurses Association (ONA). Therese will provide training and support around: understanding Oregon's hospital nurse staffing law, reviewing the features of a strong nurse staffing committee, and developing and passing effective staffing plans. This training will be held on Monday, July 22 from 6 – 8:30 p.m. at Encorepreneur Café, 1548 NE 15th Ave.

### The Encorepreneur Café

1548 NE 15th Ave
Portland, OR
Mondays
Drop-in from 5:45 to 9:00 p.m.