Executive Committee

- Chair
  Sarah Mittelman, RN
- Vice-Chair
  Haley Choi, RN
- Secretary/Treasurer
  Jeff Ferrier, RN
- Membership Chair
  Tracie Henry, RN
- Grievance Chair
  Karl Rusterholtz, RN
- Staffing Chair
  Sherrie Neff, RN

Grievance Wins! And Next Steps

Our new union at Unity had two wins recently, though there are additional steps to take.

- **Education reimbursement**: A co-worker was denied education reimbursement due to poor processes and communication around requirements. This denial was seen as part of a culture of institutional bullying by Legacy. Once it advanced to Step 3 Legacy agreed to cut a check to the grievant in the amount they were owed. We also demanded that Legacy improve its process and communication around education reimbursement, to which we have received some vague commitments, but we will hold Legacy accountable to concretely improve this.

- **New Employee Orientations (NEOs)**: Our contract language specifies that ONA will meet with new employees at NEOs to introduce them to their union, their contract, and help them join, but Legacy at first said that because they are doing NEOs virtually they couldn’t accommodate ONA. We grieved and won!
  - We now will meet with new co-workers on the first and third Tuesday of every month!

Report Missed Breaks!

Our elected ONA executive committee at Unity is strongly encouraging us to be honest in our break attestation reporting.

We have to hold Legacy accountable for staffing our units appropriately enough that we can take uninterrupted breaks without impacting the safety of our patients and co-workers.

The onus should be on employers to make sure we are getting breaks, and we let them off the hook if we don’t report honestly!

Contracts?

**Where are our printed contracts?**

Legacy has continued to delay signing the contract that they negotiated with us and agreed on.

The contract is in full effect and enforceable, but we should have printed contracts by now to use and refer to.

ONA has let their legal counsel know that we are escalating to get this resolved as soon as possible.
Two Ways We Can Help Strengthen Our Union!

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

ONA Convention & House of Delegates

May 17-19 in Portland

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).

www.OregonRN.org/event/2022Convention
Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

Find more information at www.OregonRN.org/aft-summer.

Additionally, ONA will host two online clinics to help members understand PSLF, find out more about Summer and get the relief they deserve.

April 20 at 9 a.m.
June 6 at 4 p.m.

Sign up at www.OregonRN.org/aft-summer.

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.

Conviction of Nurse RaDonda Vaught

The ANA and TNA statement in response

Recently, former nurse, RaDonda Vaught, was convicted of criminally negligent homicide and impaired adult abuse after she mistakenly administered the wrong medication that ultimately killed a patient in 2017.

The American Nurses Association (ANA) and Tennessee Nurses Association (TNA) released a statement expressing their disappointment with the verdict as “harmful ramifications of criminalizing the honest reporting of mistakes.”

The ANA has a long-standing history of encouraging a more Just Culture Model, rather than relying on a punitive system where mistakes are less likely to be reported due to fear.

The statement goes on to read “The criminalization of medical errors is unnerving, and this verdict sets into motion a dangerous precedent.”

In light of this, the largest nursing malpractice insurer, Nurses Service Organization (NSO), released a position statement in support of nurses, “we always have—and always will—stand with nursing professionals. In light of recent news, NSO would like to reiterate our steadfast support to the nursing profession and community… we are concerned about the dismantling of just culture in the workplace… our mission is to prioritize the needs of individual nursing professionals, rather than those of their employer”.

ONA wants to remind all nurses, regardless of where you work, to obtain your own individual malpractice insurance.

► Click here to read ANA’s full statement
► Click here to learn more about obtaining malpractice insurance through NSO
► Click here to read NSO’s full statement supporting nurses
New Protections for Nurse Staffing Law

Last year, ONA members brought evidence showing hospitals exploited the state of emergency to deviate from staffing plans, sometimes when they had no COVID-19 patients! The state legislature listened and passed House Bill 3016 (HB 3016), placing greater restrictions on hospitals.

On Jan. 1, 2022 these new restrictions went into effect, making it incredibly difficult to deviate from staffing plans that have been approved by the hospital nurse staffing committee.

ONA members should empower themselves by taking time to read the new language here.

You can learn more about this and other staffing rules and best practices on the ONA website at www.OregonRN.org/113.

As Oregon faces another surge it is important for ONA members to hold hospital executives accountable to the law!

Some key highlights of the changes:

- Clear limits on how long a Hospital can deviate from plans.
- To deviate from staffing plans there needs to be “a national emergency or state emergency requiring implementation of a facility disaster plan and crisis standards of care.”
- The incident command shall report a written assessment to both co-chairs of the staffing committee within 30 days of deviating from a plan.
- Deviation may not occur for more than 90 cumulative days unless approved by the staffing committee.

ANA Resilience & Nurse Suicide Prevention Resource Site

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention.

Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients.

Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA’s Resilience and Nurse Suicide Prevention Resource site provides information and tools to:

- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need.

Nurses, you are not alone. Help is available. Learn more here.