



Oregon Nurses Association
Bargaining Unit Newsletter

Coquille Valley Hospital (CVH) Hospital Nursing News

August 19, 2014

ONA / CVH

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What Does it Mean to File a Grievance?

Often a nurse sees a problem in the work place but doesn't know what steps to take to resolve the issue. Sometimes these issues are because our contract is not being adhered to. As part of our contract, we have a process called the grievance procedure (Article 12, page 32 of our contract). The grievance procedure first encourages a nurse to work with their manager to solve the problem. If a nurse is not able to resolve the problem to their satisfaction, then we start the formal grievance process. This is a process that helps evaluate the problem as well as possible solutions. An important part of the process is following the timelines. The contract states very clearly that timelines need to be followed. One of the most

important timelines is, *a nurse must file the grievance within 14 days of the known problem or violation.*

During the grievance procedure, sometimes it may not be attainable so all parts work together to develop reasonable timelines. Working with our local bargaining unit executive team or our Oregon Nurses Association (ONA) labor relations representative, Julie Serrano is the easiest way to make sure timelines are met. Reach out to the team. They can help guide the nurse through determining if something is a grievance, and also how to go about reaching a resolution. The grievance procedure is one of the ways nursing can work through some of the issues as a team.

Why Take Time to Fill Out a SRDF?

Have you ever been frustrated when you have brought a problem to management and they have stated "We didn't know"? The staffing request and documentation form (SRDF) is the tool that has been created to make sure all individuals involved in making the staffing decisions have the correct data. As nurses we are obligated by our license to report such staffing concerns. By not making management aware of the situation, it could be held against us as the nurse who is caring for a patient if an incident occurs. Nurses have been reported to the Oregon

State Board of Nursing (OSBN) for many situations that directly resulted from poor staffing conditions. If a patient is harmed or does not receive the care they feel they should've received, due to staffing, we need to speak up. The data collected by the SRDFs can be used by staffing committees and management to support staffing decisions and requests. It can also help facilitate a conversation when challenges seem to be up and coming in a unit or department. We need to protect our nursing licenses. SRDFs can actually help the nurse defend their license.

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Filling Out a SRDF *(continued from page 1)*

This is why the SRDF has the very straight forward following statement:

"I indicate my acceptance of the assignment under protest. It is not my intention to refuse to accept the assignment and thus raise questions of meeting my obligations to the patient nor am I refusing to obey an order if such were given. However, I hereby give notice to my employer of the above facts and indicate that for the reasons listed, full responsibility for the consequences of this assignment must rest with the employer. Copies of this form may be provided to any and all

appropriate state and federal agencies."

This statement:

- Puts the facility on notice of inadequate staffing.
- Protects the nurse's license.
- Collects useful data to track trends and long term staffing concerns.
- Creates a paper trail.
- Returns ownership of staffing inadequacies to the facility while allowing the nurse to care for the patient.

Please take time to help us create safer staffing. Your input as a bedside provider is valuable. At no time can the person, or persons, filling out these

forms be disciplined or retaliated against for providing this valuable information.

If you have questions or concerns regarding SRDFs, please contact our ONA executive team or Julie Serrano, your ONA labor relations representative.

[Click here](#) to learn more about how to complete a SRDF, fill the form out online and read a summary report on an analysis of 1,780 SRDFs submitted over a 2-year period.

You can also find this information by going to www.OregonRN.org, select Resources & Forms under the Labor Relations tab.

Bargaining Unit Leadership Conference

Friday, September 5, 2014
9 a.m. to 5 p.m.

Village Green Resort
725 Row River Rd.
Cottage Grove, OR 97424

This event is open to bargaining unit chairs, co-chairs, and bargaining unit designees. ONA Student Affiliate members and other leaders may attend with prior approval.

For online registration / RSVP, go to www.OregonRN.org

Questions - contact Linda Sidney at 503-293-0011 ext. 319

INCLUDED TOPICS

Presentation by Gordon Lafer, Association Professor, Labor Education & Research Center (LERC): *Money, Politics & Anti-Union Measures*

Bargaining Unit Reports by bargaining unit chairs

Review Pending Staffing Law Revision

Luncheon Speaker: *Political - TBA*

Director, American Federation of Teachers (AFT) Healthcare - Kelly Trautner, *Key report from AFT Healthcare*

Reports by ONA President Katy Cooper and Cabinet on E&GW Chair Lynda Pond

Oregon AFT Panel: Who is AFT (AFT Oregon, Oregon Federation of Nurses & Health Professionals (OFNHP) and Oregon School Employees Association (OSEA)

ONA Lobby Day, February 10, 2015

Join ONA at the Oregon State Capitol in Salem on Tuesday, February 10 for ONA's 2015 Nurse Lobby Day. Every other year, nearly 300 nurses and nursing students from across the state gather during Nurse Lobby Day to meet with legislators and advocate for issues that are at the heart of nursing.

[Register for ONA's 2015 Lobby Day here](#)

February's Lobby Day will focus on the need to make improvements to Oregon's Nurse Staffing law that will empower direct-care nurses, enhance transparency and

increase enforcement and accountability.

These improvements will result in better conditions for both nurses and patients.

Register for ONA's 2015 Lobby Day to help make the staffing changes we need to protect nurses and patients.

[Click here](#) to register for ONA's 2015 Lobby Day

[Click here](#) to sign ONA's Safe Nurse Staffing Pledge OR go to www.OregonRN.org and click on the Government Relations tab for more information.