



Oregon Nurses Association  
Bargaining Unit Newsletter

May 9, 2016

# Oregon Health Sciences University (OHSU) Association of University Registered Nurses (AURN)



## ONA / AURN Executive Team:

### President:

Clarice Gerlach, RN  
12K/CVICU

### Vice President:

Cheryl Rice, RN  
DCH, 8S OR

### Secretary:

Elizabeth McPhee, RN  
5 B/ Day Stay

### Treasurer:

Susanna Rhodes, RN  
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### Member at Large:

Harold Fleshman, RN  
4A Transplant, Urology  
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## ONA Labor Relations Representatives:

### Jaime Newman

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# Happy Nurses Week!

**W**e're celebrating the work you do every day to ensure our patients get the best care possible. *Nurses who are full members of Oregon Nurses Association (ONA) will be receiving a pair of free movie tickets in the mail this week from ONA/ Association of University Registered Nurses (AURN).* Enjoy a night out-you've earned it!

Be sure to look in your mailbox for this special gift.

If you are not a member of ONA/AURN yet (or if you are uncertain of your status), please contact your unit representative or the ONA office to get signed up.

Full membership costs just \$12 more a month. Full members of ONA recognize the importance of having an organized voice at work and support the work we do to advocate

**Enjoy a night out - you've earned it!**

on behalf of nurses and our patients.

[Click here](#) for a membership application or go to [www.OregonRN.org](http://www.OregonRN.org) and select [OHSU/AURN](#) under Find Your Bargaining Unit.

## Introducing Liz Morris, ONA Labor Relations Representative

We have two full-time ONA labor relations representatives who represent nurses at OHSU. Liz Morris is our newest addition to the team (Jaime Newman joined us in fall 2015). Prior to coming to ONA, Liz worked as a labor organizer and

trainer with Service Employees International Union (SEIU) for 12 years. She is originally from Atlanta, GA. When not at work, Liz spends time with her 1-year old son, who is the cutest kid in the world.

## Share Your Experience with the PPL Program

ONA is seeking feedback from nurses about their experience with the professional practice leader (PPL) program.

We'll use the data we collect to identify common themes and ideas for improving the program.

*Whether positive, negative, or neutral, we want to hear from you.*

**Survey deadline is Sunday, May 15 at midnight. Individual responses will not be shared with hospital administration.**

## Save the Date!

### Training for Unit Representatives Coming Soon

Unit representatives play an important role in helping to ensure that nurses have a familiar face to turn to when they have questions about ONA, our contract, or working conditions on the unit. Unit reps sometimes serve as witnesses on behalf of colleagues who are called in for investigatory meetings with their manager- helping to make sure protocols are followed and that every nurse on the unit is treated with fairness and respect. Unit representatives help clear up confusion about the contract and solve problems before they rise to the level of a formal grievance.

Our goal is to have at least two unit reps on every shift, in every unit. We're not there yet- if you don't know who your unit representative is, please email [hallay@oregonrn.org](mailto:hallay@oregonrn.org) or [torres@oregonrn.org](mailto:torres@oregonrn.org)

Are you an ONA unit representative? Would you like to become one? If so, plan to attend one of our upcoming trainings. If you are a unit rep who has had training in

the past- we need you to get re-trained with our new curriculum. *Please let us know which day you can participate.*

**Wednesday, June 1**

1 — 4 p.m.

ONA office

**Saturday, June 4**

9 a.m. — noon

AFL-CIO Oregon

3645 SE 32nd Ave. Portland, OR 97202

**RSVP**

[hallay@oregonrn.org](mailto:hallay@oregonrn.org)

[torres@oregonrn.org](mailto:torres@oregonrn.org)

## PNCC Corner



*chairs October 19, 2016 from 3 – 4 pm* (immediately prior to collaborative) in order to optimize PNCC support to UBNPCs; more to come on that!

We created a nurses week poster to discuss the function that PNCC serves Oregon Health & Science University (OHSU) as a professional peer review

board for disciplinary grievances related to nursing practice. Keep an eye out for it!

Our professional nursing care committee (PNCC) recently met for a semi-annual day-long workshop to begin visioning for the new year and evaluating our work from the previous year. **We discussed:**

Improving collaboration with the coordinating council on the unit based nursing practice committee (UBNPC) annual workshop to make it an American Nurses Credentialing Center (ANCC) accredited class.

PNCC is not a decision making body; rather we are a group composed of direct care staff nurses from across OHSU who facilitate the work of unit based committees in advancing nursing practice. We act as a resource to direct care nurses and the UBNPCs on issues related to both patient care and professional development.

**Hosting an open meeting with all interested UBNPC**

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## PNCC Update (continued from Page 2)

### *Our priorities include:*

- Supporting professional development, reviewing specialty certification, and ensuring that 100 percent of our available education funds are spent
- Working as an advocate with the UBNPCs to report and resolve nursing practice issues which cannot otherwise be resolved
- Serving in advisory capacity for the appointment of direct care staff to various councils and committees
- Collaborating with the coordinating council on the education of unit based chairs and leaders
- Reviewing nurse discipline upon the request of the nurse involved and providing professional peer analysis of the nursing practice in question
- Sitting on the hospital based staffing committee as ad-hoc support in ensuring OHSU's commitment to the Oregon Nurse Staffing Law is honored

**Current members of PNCC include: Clarice Gerlach, Sarah Mittleman, Cheryl Rice, Carrie Galpin, Denise Bramlitt & Shawn Shmelzer**

We have two vacancies on the committee. Nurses from pediatric, ambulatory, acute care, and small units

are especially encouraged to apply (but all are welcome).

**PNCC meetings are open to the public and are generally held on the 4th Wednesday of every month from 4 – 6 pm in DCH 10400. Please email us before stopping by - we sometimes change the time/date to facilitate collaboration.**

We also have vacancies on the hospital based staffing committee, including: acute care (1) and nursing resource management (float pool) and behavioral health (1).

You can find the application to OHSUs shared governance councils on the Bridge by searching for the "council application." You can also find the link by going to the nursing portal / shared governance / committee resources / council application.



## Have You Ever Experienced — Wage Theft?

Last legislative session, ONA helped pass a bill intended to make it more difficult for companies to get away with cheating workers out of pay. A version of the bill passed but with a key provision removed that severely weakened its effect.

While this legislation is a step toward protecting workers from wage theft, the reality is that it's going to take more to fix what's broken with our system.

Wage theft covers a variety of illegal employment practices that deny workers the wages they've earned. Tactics include refusing to pay overtime, forcing employees to work "off the clock" or "under the table," denying legally-required breaks and flat out just not paying workers for time earned.

ONA will be working with our labor partners and state legislators in the

coming years to give workers the tools necessary to expose employer wrongdoing, reduce the barriers that prevent workers from getting help and recovering the wages they are owed and put an end to workplace abuses that leave workers and their families shortchanged.

Do you have experience with wage theft? It's only with workers like you coming forward to talk about these issues that we will be able to make change. If you have experienced wage theft, please contact Catie at [Theisen@oregonrn.org](mailto:Theisen@oregonrn.org) to learn more about how we can help.





## ONA Member Benefits

Many nurses think they are members of the Oregon Nurses Association (ONA) even though they haven't officially joined!

**To activate your ONA membership, you must fill out an ONA membership application.**

If you haven't filled out a membership application you're missing out on ONA's membership benefits, discounts and voting rights.

### ONA Members Receive:

**ANA Membership and access to ANA Programs and Trainings**

**Discounted ANCC Certifications**

**Free and Discounted Continuing Education (CE) Opportunities**

**Consumer Discounts Including:**

Rip City Rewards (Portland Trail Blazers)  
California Casualty Auto and Home Insurance  
Health Club Memberships

Celebrate! ONA Holiday Entertainment Guide  
Get Away Today Vacations  
Car Rentals

### Members Have a Voice.

ONA members are the only nurses who can vote on contracts and other issues that matter to nurses.

### Members Give Us Power.

Each member gives us added strength at the bargaining table to advocate for improvements to patient care, nurse staffing and other important issues.

### Members Are Our Leaders.

Members can develop their leadership skills through ONA's Nurse Leadership Institute (NLI) and take advantage of leadership opportunities by serving on your bargaining unit leadership team, Professional Nursing Care Committee (PNCC), any of ONA's practice, ethics or health policy cabinets and the ONA board of directors.

**To learn more, speak with your ONA labor representatives today.**

Jaime Newman,  
503-293-0011 ext. 331  
newman@OregonRN.org

Liz Morris,  
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morris@OregonRN.org

Or visit us online at [OregonRN.org](http://OregonRN.org) to download a membership application!