

April 21, 2014

Executive Team:

Chair:

Joe Sack, RN (IMCU)

Vice Chair:

John Nangle, RN (ED)

Treasurer:

Judy Gage Scott, RN
(PACU)

Secretary:

Andrea Rombach, RN (ED)

Membership:

Kyle Swantek, RN (IMCU)

Member at Large:

Unit Rep Liason

Jody Holland, RN (NICU)

Member at Large:

Lynda Coats, RN (O/N)

Member at Large:

Alison Fields, RN (FBC)

Alternates:

Tom Boarman, RN (ED)
Elaine Teague-Bennett
RN, (OR)

Grievance Co-Chairs:

Shelley Lewis Leander, RN
Tom Boarman, RN

ONA Labor Relations Representative

Alison Hamway

541-312-9822

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ONA Officers

Bruce Humphreys has happily returned to work at St. Charles. Bruce informed the ONA negotiating team that he wishes to step down from being on the negotiating team and serving as bargaining unit chairperson, in order to spend more time with his family and enjoy being back in Bend. As a result, Joe Sack, vice chair, will step up to become chairperson for the remainder of Bruce's term of office, under our bylaws. John Nangle has volunteered to serve as vice chair.



Back Row Left to Right: Jody Holland, Kyle Swantek, Joe Sack
Front row Left to Right: Lynda Coats-Sellers, Andrea Rombach, Judy Gage-Scott

Bend Officer Elections

Our bylaws state that our bargaining unit officer elections will occur in October before contract expiration, which is October 2014. So please consider running for office! Offices include Chair, Vice Chair, Secretary,

Treasurer, and three at large negotiating team members. We also elect the PNCC and unit representatives at the same time. Nominations will open in August, and the election will be in October, 2014.

Charge RN / Clinical Supervisor Arbitrations

The primary signers on the ONA association grievance (Joe Sack, John Nangle, Lynda Coats, and Alison Hamway) over hospital's lack of collaboration on Charge Nurse patient care assignments have had several meetings with top management, and plan to continue this earnest dialogue. The meetings have been increasingly collaborative, productive

and genuine in coming together to solve the problems before us. CNO Karen Reed stated she supports keeping both Charge Nurses and Clinical Supervisors. She expressed wanting to find a successful way for the two roles to work together and do what makes the most sense to support and improve patient care. As a result of these discussions

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ONA has agreed to reschedule the Charge Nurse Collaboration arbitration, and support fostering a new working relationship with St. Charles Health System (SCHS) overall. ONA's attorney will request alternative rescheduling dates from the arbitrator.

A special Labor Management Committee on April 1, 2014 was held to focus solely on the issue of clinical supervisors performing bargaining unit work. The meeting involved frank

discussion over the role of clinical supervisors, and both ONA and SCHS expressed their views on what exactly is bargaining unit work. Both ONA and SCHS also began to share what their goals are surrounding this tense conflict. There appears to be a very large gap on this issue, and we did not come close to agreement. The arbitration over Clinical Supervisors performing bargaining unit work remains scheduled for June 26 & 27, 2014.

Our Nursing Culture

The past several years have been a very tense and stressful time for nursing at St. Charles Bend. The ONA bargaining unit found itself in a struggle to protect patient care, with an administration did not listen to or support our nursing profession. The St. Charles administration leaders responsible for most of these problems have largely been replaced by new leaders.

New CEO Bob Gomes and CNO Karen Reed have both genuinely expressed an interest in fostering a new relationship with the ONA bargaining unit. St. Charles Health System (SCHS) Labor Relations director Chad Davis said in a recent meeting that SCHS sees ONA as a strategic partner. ONA leaders recognize this as a new

opportunity to begin developing a lasting, working relationship.

As we begin to come together with SCHS, ONA leaders want to shine a light on the obvious tension existing on nursing units throughout the hospital between nurses and clinical supervisors. Although we have not resolved the issues before us, it is simply unacceptable for anyone on the team (nurses or clinical supervisors) to be disrespectful towards one another. These differences cannot be played out at the bedside, which negatively impacts our patient care. Issues that arise at the bedside should be discussed in an appropriate forum and with the utmost respect for one another, despite a difference in perspective.

Welcome Back / Thank You Party for Bruce Humphreys May 1



An informal welcome back party for Bruce Humphreys, and an opportunity to thank him for his many years of work as an ONA officer, will be held at Summit Saloon (upstairs) Thursday, May 1, 2014 from 4:– 8:30 p.m (no host bar).

Please come to socialize with food and solidarity!

“Coming together is a beginning; keeping together is progress; working together is success.”

— Henry Ford

Bruce and his amazing cake – as ONA's outgoing president , during the House of Delegates April 17, 2010

