



Oregon Nurses Association  
Bargaining Unit Newsletter

Nov. 5, 2015

# St. Charles Medical Center - Bend (STC-B) Bargaining Update



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### ONA Officers:

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Alison Field, RN, FBC

### A Big Thank You to Our Negotiating Team!

John Nangle, RN

Joe Sack, RN

Judy Gage-Scott, RN

Angie Streeter, RN

Alison Field, RN

Andrea Rombach, RN

Lynda Coats-Sellers, RN

Eric Morton, RN

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## Contract Changes Ratified by an 85 Percent YES Vote

An overwhelming majority of voting nurse members agreed to ratify the changes proposed in the Tentative Agreement (TA) reached between our ONA bargaining team and St. Charles Bend administration. Eighty five percent of voting nurses approved the TA, which was recommended by our team. A summary of all the changes is available on ONA's St. Charles Bend webpage at [www.OregonRN.org](http://www.OregonRN.org) under the *Find Your Bargaining Unit* tab.

**Our ONA bargaining team was able to achieve a fair agreement for St. Charles Bend nurses because of the involvement of every bargaining unit nurse when action was called for.**

St. Charles administration could not ignore the power of 700 plus nurses! *We need to stay united and build our power over the next three years to be in an even better position to negotiate in 2018.* We are working on a presentation to ensure that all ONA Bend nurses are informed of the changes to the TA.

### ***Our contract is only strong if we enforce it!***

Stay tuned to upcoming newsletters for opportunities to assist with implementing the new provisions of the agreement and ensuring that our contract is enforced.

### **Retroactive Pay:**

Retroactive pay will appear on the Friday, Nov. 27 paycheck and should encompass all hours worked since July 5 (the beginning of the pay period following July 1).

### **Travel Time Buyout:**

For nurses who received travel time pay in 2014, you will receive a check in the amount of three times your travel pay earnings in 2014 Friday, Nov. 27.

If you would like to receive the buyout in staggered payments please make the request by contacting Monika Soukal at [mosoukal@stcharleshealthcare.org](mailto:mosoukal@stcharleshealthcare.org) or **(541) 706-4901** no later than Wednesday, Nov. 18.

## ONA/SCHS Labor Management Committee Report

The Labor Management Committee met Tuesday, Oct. 29 to discuss various issues including:

### **New EMR**

A new Electronic Medical Records (EMR) system is being considered by a high-level St. Charles administrative

team. They plan to have a recommendation for a new system by the end of the year.

Direct patient care staff will be consulted regarding the needs of a new EMR. We will continue to work to ensure that staff nurses have the ability to provide

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## ONA/SCHS Labor Management Committee *Continued from page 1*

meaningful input regarding which EMR system to adopt.

### **New Healthy Lives Vendor**

The Healthy Lives program will be changing early next year. St. Charles is bringing in a new vendor and the name of the program will likely change.

The new vendor will continue to provide assessment and coaching similar to the current program but the online portal will change to be more user-friendly. The new program will provide more options for employees to earn points too! Open enrollment for the new program will begin in February.

### **Meal and Break Attestation**

Data collected by the Meal and Break attestation process will be reviewed by the Bend Staffing Committee as planning for meals and breaks is now required to be a part of a unit staffing plan. Our Labor Management Committee will continue to review the data as well.

Managers and supervisors are expected to meet with nurses who are missing breaks to discuss how they can work together to make sure nurses are getting their breaks. *If you feel that such a meeting may be punitive it is your right to request union representation.*

### **Clinical Supervisors**

The Labor Management Committee had extensive discussion regarding the clinical supervisor role. Our ONA representatives raised concerns regarding a recent pattern of negative interactions between clinical supervisors and charge nurses. ***Chief Nurse Operator (CNO) Karen Reed assured the group that the collective vision is that charge nurses and clinical supervisors touch base throughout the shift regarding staffing.*** Labor Relations Manager Chad Davis expressed that the goal was for supervisors and charge nurses to work as a team. We also raised concerns that it seems as if clinical supervisors are held to a different standard for behavior from that of charge and staff nurses generally. Members of the St. Charles administrative team emphatically stated that there is not a different standard for behavior in the professional setting.

***Our ONA team expressed concerns regarding clinical supervisors not being held accountable in the same manner that staff and charge nurses are.*** We were assured that they should be accountable for their responsibilities and following hospital policies and procedures. The group agreed that inconsistencies with the model contributes to the problem and requested that a LEAN project to standardize clinical supervisor work could be beneficial.

## ONA/SCHS Contract Corner

**A new provision in the agreement allows a nurse to refuse an assignment which they feel they are unable to safely perform.**

The language adopted into section 14.3.1 of the agreement reflects a component of the Oregon Nurse Practice Act, which requires any licensed registered nurse to refuse to accept an assignment which they do not feel they are educationally prepared for or have the current knowledge, skills and ability to perform safely.

Nurses who wish to refuse an assignment, in good faith, must immediately inform their charge nurse and/or clinical supervisor of their concern.

### **14.3.1 Individual Responsibility**

*A nurse may only accept nursing assignments for*

*which they are educationally prepared and have the current knowledge, skills and ability to safely perform. Should a nurse have concerns about his or her ability to perform an assignment, the nurse will immediately speak with the clinical supervisor or charge nurse to address those concerns.*

*Should the nurse refuse the assignment after this discussion he or she will submit the specific reason in writing to their manager.*

***Nurses reporting good faith concerns will not be subject to disciplinary action.***

