



Oregon Nurses Association
Bargaining Unit Newsletter

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Oregon Health & Science University (OHSU) Association of University Registered Nurses (AURN)

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ONA - AURN

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MEMBERSHIP MATTERS

*For a better bargaining unit and
stronger voice for nurses!*

Stay Involved in Your Union!

Contract bargaining may be done, but you can stay involved in the Oregon Nurses Association (ONA)! Make your voice heard on these important committees. We're looking for nurses to serve on a joint ONA/Oregon

Health & Science University (OHSU) meals-and-breaks committee, an ONA committee on grievances and contract enforcement, and an ONA committee focused on getting newly hired nurses to join our union.

Meals-and-Breaks Committee

Overcoming barriers to getting our required meals and breaks.

During contract bargaining, nurses on many different units shared how difficult it is to take all the meals and breaks they are supposed to get

during any given shift. In our new contract, we negotiated language around meals and breaks in memorandum of understanding (MOU) #3 (full text on page 2).

In order to implement this new contract language, we are forming a joint ONA/OHSU meals-and-breaks committee composed of nurses and

managers who will iron out the new MOU and come up with ideas for adding meals and breaks language to staffing plans. The committee will also discuss barriers to taking meals and breaks, best practices of units using meals-and-breaks nurse relief, and new ideas to get more nurses their
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Committee to Recruit New Hires

Explaining our union to new hires at NEO and asking them to join.

We are looking for nurses who can help introduce newly hired nurses to our union at new employee orientation (NEO) and explain how ONA works at OHSU and across the state. Specifically, we want committee members to explain to new hires what it means to work at a union hospital, promote full membership to new hires, and talk about

your experiences as a nurse and union member.

NEO occurs every other Monday at 4:30 p.m. Our hope is that several nurses will help with both presenting and signing up new members at every NEO session. Let one of your ONA labor relations representatives know if you are interested! Contact Jaime Newman at Newman@OregonRN.org, Lizzy McPhee at McPhee@OregonRN.org, or Maria LaVelle at LaVelle@OregonRN.org.

Grievance Committee

Our contract allows for 15 nurses to be paid to help with union representation and contract enforcement—an important role at a big hospital like OHSU. This grievance committee meets 9 a.m.-2 p.m. on the second Thursday of every other month at the ONA office in Tualatin. We currently have three open

positions on this committee. Being a part of this committee means being committed to attending training (if not already trained) to file grievances and attend investigatory meetings when needed, answer contract questions, and be an advocate for our contract.

Helping make our contract work at OHSU!

Nurse representatives on this committee also share responsibility for checking messages on the ONA/ Association of University Registered Nurses (AURN) hotline and returning calls to answer questions. If you are interested, please contact Maria LaVelle at LaVelle@OregonRN.org.

Meals-and-Breaks Committee (continued from page 1)

designated breaks and meals.

We are looking for nurses from all areas of the hospital to be a part of this

committee, especially pediatrics, the emergency department, mother/baby, labor and delivery, the clinics, and medical/surgical. If you are interested or

have questions, please email ONA labor relations representative Maria LaVelle at LaVelle@OregonRN.org.

Memorandum of Understanding (MOU) #3: Administration of Meals and Rest Breaks

The Employer, the Association and bargaining unit nurses have a mutual interest in nurses taking their meal and rest breaks in accordance with Section 7.4.2 of the parties' Agreement. The parties further stipulate that providing breaks is the Employer's responsibility and taking breaks is the nurse's responsibility. Accordingly, the Employer and the Association agree that the following steps intended to assure the taking of meal and rest breaks will occur during the life of the Agreement:

1. The Employer will maintain a program of furnishing to milk expressing mothers who are returning to work a packet of information about relevant statutes, policies, resources and guidelines to help the returning employees have a successful experience with breast milk expression in the workplace. An employee will not be required to clock out if the time required for milk expression extends beyond the allotted time for the applicable meal or rest period.
2. The Employer will provide directions and assurances to newly hired bargaining unit nurses at new employee orientation regarding the procedures to be followed for recording their missed breaks, including an assurance that nurses will not suffer adverse repercussions for recording missed breaks. The Association will be notified of any material changes in these procedures.
3. Each UBNPC will maintain and periodically review a methodology to facilitate the taking of meal and rest breaks on its unit. Each UBNPC will strive to incorporate into its methodology, consistent with safe patient care standards and the unit's staffing needs, (1) the scheduling of meal and rest breaks, (2) a structured hand-off process from shift to shift that identifies those nurse assignments that are more challenging for the taking of breaks, (3) a structured hand-off process to apply when breaks are taken, (4) the provision of breaks to nurses floating into the unit, and (5) an appropriate reporting system for employees taking breaks. The UBNPC will also review evidence-based care models and recommend, where appropriate, adjustments to the unit's staffing plan to accommodate meal and rest relief, which may include additional staff.
4. Each unit manager will oversee implementation of the methodology and assure that unit employees have been advised of the procedures to be followed in accordance with Paragraph 3 above, as well as for recording missed breaks. Nursing Administration will support the unit manager to assure such implementation, including considerations of modifications of the unit's staffing plan to accommodate meal and break relief.
5. Nurses and managers are expected to observe the following guiding principles:
 - Nurses will follow the methodology recommended by the UBNPC and facilitated by the manager.
 - Nurses who experience issues with successfully taking their meal and rest breaks will timely report these issues to the individuals who have authority to intervene and assist (presumably their charge nurse or manager).
 - Charge nurses who are encountering difficulties with providing meal and rest breaks to nurses on their unit will notify their manager or designee in a timely manner.
 - Nurses will hand over care of their patients to take their allotted meal and rest breaks and will follow applicable hand-off procedures for taking breaks.
 - Nurses who provide coverage for a nurse taking a meal or rest break will strive to provide the same level of quality patient care as the nurse taking the break, and managers will support and facilitate their efforts.

Register for ONA BU Leadership Conference

Sept. 19-20, 2017
Portland, OR

Join ONA nurses and staff from bargaining units (BUs) across Oregon to discover new ways to engage your coworkers, build nurse strength, and create a community of committed advocates who can lead changes in your facility.

Registration is free for ONA members! Find out more at www.OregonRN.org.