ONa / Peace Harbor Medical Center (PHH)
Co-Chair:
Ron Ferrand, RN, Med/Surg
Co-Chair:
Elaine Beers, RN, ED
Secretary/Treasurer
Kim Stinger, RN, OB
Union Stewards
Amy Borchard, RN, ICU
Corey Rice, RN, ICU
Judy Thibault, RN, Med/Surg
Kathy Callis, RN, Home Health and Hospice
Lori Roess, RN, Home Health and Hospice
Sandy Fleetwood, RN, OR/Short-stay
Toby Knight-Meigs, RN, ED
Support our bargaining team!
We have scheduled bargaining sessions
Nov. 14-15, Nov. 30
Dec. 1, Dec. 15, 16

Our leadership team recently selected our bargaining team for 2016. Amy Borchard, Elaine Beers, Judy Thibault, Kathy Callis, Ron Ferrand, and Sandy Fleetwood have agreed to negotiate with our employer. Please thank these six RNs for representing other nurses in our negotiations! They will be assisted by Gary Aguiar, our Eugene-based ONA Labor Relations Representative, and Lori Shott, Coos Bay-based ONA Labor Relations Representative.

Our contract with Peace Harbor expires Dec. 31, 2016. We have tentatively agreed to six bargaining sessions with our employer, Nov. 14, 15, and 30, Dec. 1, 15, and 16.

Our bargaining team will analyze the results of our pre-bargaining survey. They will rely on this analysis to develop proposals and bargaining priorities. We still need your input, please communicate your ideas with members of the bargaining team and other ONA leaders.

If you would like to learn more about the bargaining process and how you can participate, please contact your ONA Labor Representative, Gary Aguiar by email aguiar@oregonrn.org or call/text him at 503-444-0690.

When Will We Be Secure?
After a violent patient roamed through our hospital in May, nurses met with local hospital administrators to express our dismay on the lack of uniformed security guards at Peace Harbor.

While Peace Health continues to argue they want to create all of their facilities equally, Peace Harbor was one of only two Peace Health facilities in the Northwest without uniformed security guards. Local administrators reported they received approval to rearrange their budget to contract with a firm to provide uniformed security guards at nights and weekends.

They told us it would happen in about ninety days. We followed up with them, and last month they reported the contract would begin in early October. At press time, we have yet to see them.
Timekeeping Changes

On Sept. 9, our bargaining unit filed a grievance with Peace Harbor over the implementation of the new timekeeping procedures. Following ONA’s Aug. 18 “cease and desist” letter to Peace Health-Oregon, this grievance strengthens our hands and our voices that the policy changes violate federal and state law as well as our contract. Besides taking unilateral action without consulting its employees, Peace Health’s refusal to pay an employee for their shift because the Kronos system would not allow them to clock out is illegal, unfair, and unjust. We have reached out to our coworkers, both locally and throughout the region, as we consider legal action against this Peace Health policy.

Our advice: Many employees report more success in using a computer to clock in and out, rather than a timeclock. If possible, we recommend you locate a nearby computer to access your timecard. We recognize this is not always possible. We have asked the employer to provide reasonable access to more computers to alleviate the long lines at the timeclock.

Union Steward Ranks Grow at Peace Harbor

Last month, ONA trained two more Peace Harbor nurses to serve as union stewards. Corey Rice, ICU, and Lorie Roeser, Home Health and Hospice, join five ONA/Peace Harbor stewards and our three officers to lead ONA. Our leadership ranks have grown tremendously in recent months, we began the year with three officers and one trained steward. We have identified six more nurses who have an interest in serving as stewards.

With these additional six nurses, we will have a union steward on every shift, every day. We have moved beyond the idea that a single nurse serves as a steward for her or his unit. Instead, we will have multiple leaders who cooperate in collective and consensual decision making.

Union stewards help other nurses on the floor or throughout our facility in disciplines and grievances. They welcome newly hired nurses and generally serve as a resource for other nurses on contract and work-related issues. Please thank our stewards for their willingness to work on behalf of other nurses!

The training includes the roles and responsibilities of stewards, how to organize and focus nurse power, the rights and benefits of having a union, the duty of fair representation, disciplinary proceedings, grievance processing, Oregon Hospital Nurse Staffing law, and staffing request and documentation forms (SRDF). To expand our capacity to undertake job actions, we will continue to increase the number of union stewards at Peace Harbor. Greater strength through engaged leaders!

Newly-Trained Unit Stewards at PHH

Lorie Roeser, left, has been instrumental in revitalizing ONA at the Home Health and Hospice, where some RNs did not know they were part of our bargaining unit. As a result, our increased presence at the Kingwood Street building, near the airport, has stimulated more nurses to participate in ONA and shared governance.

Corey Rice has been employed by Peace Harbor for two years, with most of that time in ICU. He is eager to assist other nurses by building unity around issues that affect all RNs.
As part of ONA’s ongoing efforts to best serve our members and every nurse in Oregon, we are excited to present OCEAN (Oregon Continuing Education Activities for Nurses) online continuing education.

This new learning environment provides continuing education (CE) opportunities to ONA members and nurses across the region, in a convenient and user-friendly format.

Go to [www.OregonRN.org](http://www.OregonRN.org) to learn more.

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### Oregon's New Nurse Staffing Law

Thanks to ONA members’ support, the Oregon Legislature successfully passed improvements to Oregon’s Hospital Nurse Staffing Law in 2015. These much-needed improvements ensure that nurse staffing committees have the final say in hospitals’ staffing plans, increase state-led investigations and audits, enhance staffing plans' transparency, establish reasonable limits on mandatory overtime, and create a mediation process for staffing committees to resolve impasses, among other changes.

[Click here to learn more about Oregon’s new Nurse Staffing Law](http://www.OregonRN.org).

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**SAVE THE DATE: 2017 ONA NURSE LOBBY DAY**

ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and meet with your legislators.

Hundreds of nurses will rally at the Oregon State Capitol in Salem on **Tuesday, February 14, 2017** to advocate for our patients and advance Oregon nurses’ practice. It’s vital that we have nurses represented in the key decisions that are made about our priorities and key bills that will come up in the 2017 session. Early registration for ONA members is now open.

[Visit www.OregonRN.org for more information and registration.](http://www.OregonRN.org)
Oregon Nurses Association (ONA) is proud to endorse Measure 97 this November – the ballot measure that would hold some of the largest corporations accountable to working Oregonians. Measure 97 asks some of Oregon’s largest companies – including the likes of Comcast, Wal-mart and Monsanto -- to invest in Oregon’s communities by changing the tax code to ensure that Corporations with over $25 million in in-state sales pay their fair share in corporate taxes.

By law, the estimated $6 billion in revenue Measure 97 would generate would be allocated to public education, senior services and health care. Part of this funding will help fill the anticipated gap in Medicaid funding to keep thousands of Oregonians on the Oregon Health Plan, extend care to uninsured children across the state, and help provide Oregonians with health services like school nurses and basic public health programs.

In advocating for our patients, nurses understand that Oregon schools should be fully funded, all seniors should have services to stay safe and independent, and everyone should have access to quality, affordable health care. But none of that can happen when Oregon has the lowest corporate tax rate in the country.

To learn more and get involved in the Yes on 97 campaign, contact ONA’s political organizer Chris at Hewitt@oregonrn.org or by calling 503-293-0011.

2017 ONA Statewide Election Positions Open

Vice President/ANA Delegate
Treasurer
Director (4)
Cabinet on Health Policy (4)
Cabinet on Education (3)
Cabinet on Nursing Practice & Research (2)
Cabinet on Human Rights & Ethics (1)
Cabinet on Economic & General Welfare (1)
Nominating Committee (3)
ANA Delegate Alternate (2)
NFN Delegate (3)

January 20, 2017 is the deadline to self-announce candidacy for the statewide ONA elections.

If you are interested in running for one of the open leadership positions, please complete the Talent Bank & Consent to Serve Form here.

For more information, please contact Kathy Gannett at 503-293-0011 or 800-634-3552 ext. 309.