

May 7, 2014

ONA / SAO

Out going Officers

Executive Committee:

Chair:

Sam Farrow, RN,

Vice Chair

Bobbie Turnipseed, RN

Secretary/Treasurer

Tina Buetow, RN

Grievance Committee Chair:

Bobbie Turnipseed, RN

Membership Chair:

Tine Buetow, RN

ONA Labor Relations

Representative

Becky McCay, RNC

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New Officers Announced

According to our Oregon Nurses Association (ONA) Bylaws, nominations and elections of Saint Alphonsus Ontario (SAO) officers, delegates and negotiating team members must be open for a minimum of 30 days prior to an election. In accordance with these bylaws the following provision also applies:

5.1.7 At the discretion of the Executive Committee, where only one qualified candidate is nominated for a position, an election will not occur for that position, and the single qualified candidate will be awarded the position.

Thank you to everyone who returned a nomination form. We received similar results on many forms and ended up with no positions that were contested.

The Executive Committee has therefore unanimously agreed each candidate should be awarded the position for which they were nominated.

President: Sam Farrow

Vice President: Tina Buetow

Secretary/Treasurer: Barb Newton

Grievance Chair: Bobbie Turnipseed

Membership Chair: Chris Knosp

PNCC Chair: Vicky Stevens

Ontario Constituent Association delegates to ONA's convention: **Bobbie Turnipseed and Barb Newton**

Negotiating Team: Sam Farrow, Tina Buetow, Barb Newton, Bobbie Turnipseed, Chris Knosp, and Troy Mason

According to our bylaws "The negotiating team will be comprised of the executive committee members and a maximum of two other members in good standing."

Congratulations to all our newly elected leaders!

Our SAO Pre-negotiation Survey is Now Online

Contract negotiations are just around the corner. In order for our elected team to represent the needs of all our members, it is important to receive your feedback. The survey can be found by clicking the following [link](#) or online by visiting the SAO Bargaining Unit web page [here](#)

The purpose of this survey is to obtain your opinion on various issues that will be considered in negotiations.

Each section of the survey has a different topic, and in it, you will assess such things as the current contract and various other economic issues, health insurance, work

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Pre-negotiation Survey is Online *continued from page one*

environment and safety, meals and breaks, working off the clock, paid time off (PTO), scheduling, nurse staffing, education and quality of care.

Please complete all parts of the survey. Space is provided throughout the survey for additional comments, should you wish to make them. It is extremely important that we hear

your particular concerns and interests, since they will be used by the Oregon Nurses Association (ONA)/(SAO) Bargaining Team to formulate contract proposals that address these concerns. Your responses will be kept confidential and your name will never be used in connection with your responses.

We estimate that it will take 15 to 20 minutes to complete the survey.

Thank you very much for your help from your ONA/SAO Bargaining Team: Sam Farrow, Tina Buetow, Barb Newton, Bobbie Turnipseed, Chris Knosp, Troy Mason and ONA labor relations representative Becky McCay.

Thank You to our Home Health Nurses!

As many of you may know, Saint Alphonsus (SAO) opted to sell our Home Health to *Care at Home* from Idaho. Although nurses were allowed to apply for any open positions in the system and offered positions with the new agency, only a few will remain with our hospital.

ONA was directly involved with our Home Health nurses as the information was received, options were provided and contractual provisions were upheld.

As a thank you to these nurses, ONA hosted a luncheon for all of these valued employees. ONA Board of Director liaison to our bargaining unit, Diane Hedrick, RN, joined Becky McCay in thanking each of these nurses for their commitment



As you can tell from these photos, everyone enjoyed the luncheon.



Administrative Changes Announced

Many administrative changes are occurring in Ontario. Hallie Scott resigned her position as the Critical Care Unit & Infusion Therapy Nurse Manager and has rejoined our bargaining unit. Vice President of Nursing, Nancy Greer has taken a leadership position in Grants Pass, Oregon and Obstetrics (OB) Nurse

Manager Deb Wetherelt has moved on to Sky Lakes Medical Center in Klamath Falls. Management also announced its recent decision to replace Brenda Munsey in Human Resources with a shared human resources (HR) leader from Nampa, Idaho, Stefanie Thiel.

These changes provide for an interesting set of challenges as we move forward in negotiations. Susan Bundgard from Saint Alphonsus-Boise will be leading bargaining with members from the hospital team, that will be named as we proceed. Watch for hospital announcements as these positions are filled.

NATIONAL NURSES WEEK 2014



National Nurses Week is May 6-12, 2014 and the American Nurses Association (ANA) and ONA would like to thank you for your service and dedication.

Of course, at ONA, every week is Nurses Week! Oregon's 43,500 nurses make a difference in the lives of patients every single day, ensuring the highest

quality care, promoting our profession and advocating for policies to improve the health of our citizens.

Nurses make a difference!
For everything you do, every day
and every week, we thank you.

www.oregonrn.org.

ONA 2014 Convention!

Join us Tuesday, May 20 for CE Day Keynote Address—Barbara Blakeney, RN Innovation Advisor, Center for Innovations in Care Delivery, Massachusetts General Hospital will deliver the keynote address.

“Thriving in Challenging Times: Keeping Our Knees Bent”

“Stability in the Storm: Nursing’s Role and Authority in a Changing Environment,” will be held on May 20-21 at the Holiday Inn, Wilsonville.

The Oregon Nurses Association Convention is an opportunity for nursing students, ONA members, ONA leadership and others in the nursing field throughout the state to come together and discuss the issues facing Oregon nurses.

May 20 will be ONA’s Continuing Education Day. Please join us for an exciting educational event that explores how nurses can be the solid foundation during health care transformation and learn how we can be proactive and help lead the way through seas of change.

Breakout sessions will cover:

- **Communicating in Conflict for Collaboration**

- **Threats and Opportunities: Nurse Staffing Campaign**
- **Trends and Case Studies in Board of Nursing Actions**
- **Health Care Transformation: Emerging Roles for Nurses**
- **Sharing Pathways to Leadership: A Panel Discussion**

Safe Nurse Staffing and Health Reform

While health care reform has emphasized primary and preventive care and will expand community-based care, acute care will still be needed. Accordingly, hospital nurse staffing remains an important issue for our members and their ability to provide safe patient care.

The Oregon Nurses Association (ONA) has a long history with nurse staffing. In 2001, we passed the first safe nurse staffing law in the state, and updated it significantly in 2005. This law established the collaborative structure that is in place today, where staff nurses and nurse managers set staffing for their facility at a unit-based or hospital-wide staffing committee. This law gave staff nurses a voice in the process.

In recent years, it has become clear that it is time to update our law again. At the ONA House of Delegates in 2012, ONA members overwhelmingly passed a resolution aimed at enhancing and expanding the law. In 2013, ONA nurses submitted a record number of Staffing Request Documentation Forms (SRDFs), which nurses fill out to indicate that staffing on their shift is inadequate.

In a few weeks, the 2014 House of Delegates will consider another action report about the importance and priority of hospital nurse staffing for patients and nurses. According to a recent study of SRDF submissions led by Sue Davidson in ONA's Professional Services Department and Dave Cadiz with the Oregon Nurses Foundation, more than 80 percent of SRDFs indicate that care was either delayed or omitted. High intensity, high acuity and inappropriate staff mix all increased the likelihood that patient care would be delayed or omitted.

Clearly, inadequate nurse staffing has a negative impact on the patient, but it also has a negative impact on the nurse. Eighty percent of SRDF reports indicate that inadequate staffing prevented a nurse from taking a rest break and more than 50 percent

of reports show a nurse missed a meal break.

Through the years, ONA's work on safe nurse staffing has focused on patient safety, and rightly so. The link between staffing and patient outcomes has been increasingly studied and the conclusions are clear: **Nurse staffing negatively impacts patient safety and nurse well-being.**

Studies published in the Journal of the American Medical Association and the New England Journal of Medicine, among others, have shown that insufficient nursing care has been linked to lower quality patient care, increased medical errors and increased patient mortality. In some studies, increasing the amount of RN time in the total skill mix was associated with a decrease in the rate of home hospital acquired infections.

As evidence of the negative impact inadequate nurse staffing has on both nurses and patients mounts, ONA will work to further improve our nurse staffing law.

With your help, ONA anticipates introducing safe nurse staffing legislation during the 2015 legislative session. The goal of this legislation is to strengthen our current collaborative structure, and to enhance the tools the state has to investigate violations and enforce the law.

At the direction of, and in collaboration with our members, ONA is in the process of developing a framework for legislation. **Throughout the spring, summer and fall 2014, we'll be working with nurses around Oregon to share stories with legislators and make the case for a strong bill in 2015.**

If you would like to share your story about nurse staffing, please contact Sarah Baessler, Director of Health Policy and Government Relations at (503) 293-0011 ext. 342 or Baessler@oregonrn.org.