**AURN BREAKS AND MEALS TRACKING STUDY BEGINS MAY 14**

In the past year we’ve seen a big increase in the number of nurses complaining that they can’t consistently get breaks and/or meals while working at OHSU. The growing problem suggests that staffing and workload issues are becoming more prevalent on the units. Starting Monday, May 14, the AURN will conduct a four-week study of break and meal time utilization and the reasons why nurses are unable to take them. Your participation will help to ensure that the AURN can present useful information to OHSU about the frequency and causes of missed breaks and meals on all units at OHSU.

From our experience, the **causes of missed breaks and meals** fall into one of five categories:

- **No Relief Provided (NR).** The nurse requested to take their break or meal but there was no relief personnel made available to provide care to the nurse’s patients.
- **Inappropriate Relief Provided (IR).** The nurse requested to take their break or meal but the relief personnel provided was inappropriate, either because the personnel was not a nurse and the nurse was unable to delegate nursing responsibilities under the Nurse Practice Act, or because the assigned relief personnel already had too heavy of a workload of their own.
- **Break Interrupted (BI).** The nurse was taking a break or meal but was interrupted by duty-related concerns which could not be put off until afterward.

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**RESULTS OF AURN ELECTIONS**

All the nurses nominated for elected AURN positions ran unopposed and were approved by acclamation. Both Kathleen Cooper (CMICU) and Harold Fleshman (Trans/Urol/Plast) were reelected to new two-year terms as AURN President and Treasurer. Vice President Thomas Saifkhani (Trans/Urol/Plast), Secretary Cheryl Rice (DCH-OR), and Member at Large Susanna Rhodes (DNCC) are all continuing on in the second year of their two-year terms.

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GRIEVANCE OVER MISCLASSIFIED NURSES MOVES FORWARD

The AURN filed a grievance early this year about OHSU’s continuing misclassification of new nursing positions, including advanced practice positions, as non-bargaining unit positions. The dispute arose several years ago when the AURN received complaints from several non-bargaining unit nurses that they were working alongside our members, doing the same or similar work but not receiving the benefits of the contract. After discussion and exchange of information it became evident that OHSU had been misclassifying nurses outside the bargaining unit, based on the “academic” exclusion in the recognition clause.

The AURN’s position has always been that the academic exclusion applies only to faculty whose primary function is the teaching of courses at the Schools of Nursing and Medicine. OHSU is a teaching hospital, and most AURN members are expected to contribute to that academic mission by occasionally precepting students, new nurses, and others. Many of you have contributed to the academic mission, but no one has argued that nurses who precept are thus excluded from the bargaining unit as “academic”. In fact, our ONA contract encourages such activity through the premium pay nurses earn for doing it.

Discussions with OHSU about the meaning of the academic exclusion ended late last year with no resolution, and the AURN was forced to file a grievance to uphold the integrity of the bargaining unit. Should the AURN prevail in the grievance, the result could be the inclusion of a number of previously excluded nurses.

ONA'S SUSAN KING HONORED FOR SUPPORT OF NURSE PRACTITIONERS

Congratulations to Susan King, RN, Executive Director of the Oregon Nurses Association (ONA), who will receive a prestigious State Award for Excellence during the American Academy of Nurse Practitioners (AANP) 27rd National Conference in Orlando, Florida from June 20-24, 2012.

The State Award for Nurse Practitioner Excellence, founded in 1991, recognizes a Nurse Practitioner or advocate in a state who demonstrates excellence in practice, research, NP education, or community affairs.

Steve Rooney, RN, President of ONA, said, “We are so proud of Susan for receiving this recognition. She has worked tirelessly to promote the nursing profession and those issues of concern to advanced practice nurses in Oregon. It is a well-deserved honor.”

“Susan’s work has helped NPs in Oregon achieve significant advancements in their practice and in their ability to serve their patients,” said Scott Palmer, Communications Director for ONA. “Over the past few years, Susan has worked alongside NPs to expand prescriptive authority for Nurse Practitioners, sought payment parity between NPs and physicians for similar services, and helped put NPs at the very heart of primary care delivery in the state.”

The AANP was founded in 1985 and is the oldest, largest and only full-service national professional organization for NPs of all specialties. With more than 34,000 individual members and over 170 group members, AANP provides national representation for approximately 155,000 NPs. AANP continually advocates for the active role of NPs as providers of high-quality, cost-effective and personalized health care. For more information about AANP visit www.aanp.org.

The Oregon Nurses Association is the voice for nursing in Oregon. With more than 13,500 members, it is the state's largest professional association and union for registered nurses. It supports nurses and nursing practice through education, research, legislative advocacy, and collective bargaining. More information on ONA can be found online at www.OregonRN.org.
Unit Representative Training Offered May 12 and 19

Unit representatives are the face of the AURN on the floor at OHSU. Unit representatives communicate with other AURN nurses about AURN activities, help other nurses navigate employment issues at OHSU, and assist nurses with the grievance procedure or disciplinary matters. The Unit Representatives Council is also a great way to learn about the Oregon Nurses Association and connect with nurses in other practice areas at OHSU. The Council meets three to four times per year to discuss issues of common interest to all nurses at OHSU.

We now have 43 trained unit representatives on 26 units. Although we have made progress, we still have a ways to go. Our goal is to have at least one unit representative on each unit and shift.

Who are the unit representatives on your unit?

If there is a lack of representation on your unit or shift, we need your help!

ONA will provide a four-hour Unit Representative Training Program for AURN nurses on May 12 and 19 at its offices in Tualatin. The training takes place from 9 a.m. to 1 p.m. Morning refreshments and a lunch are provided. If you are interested in attending one of the training sessions, please contact Sam Gieryn at ONA (gieryn@oregonrn.org).

ONA Convention a Big Success

ONA would like to thank all of the members, staff, OSNA students and everyone else who made this year’s convention a great success! The labor CE day and nurse CE day were both very well attended and featured some outstanding speakers.

The House of Delegates worked hard as they passed four action reports, including "Concepts of Enhancement: Oregon’s Nurse Staffing Law" and "Registered Nurse Fatigue and Patient Safety," two resolutions brought forth by the Oregon Student Nurses Association and one document on ONA's Principles of Change. After considerable discussion, the house also passed a bylaws revision, which will be available for viewing on the website after being finalized in the next few weeks.

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Instructions for Filling Out the Breaks and Meal Periods Log

1. Enter your name on the log page. (For AURN reference purposes only)
2. Enter the length of shift in hours for the appropriate day.
3. Remember to make a request to the charge nurse to take each break or lunch period appropriate to that shift. See previous pages to ascertain the appropriate number of breaks and lunches for your shift length. Circle each break or lunch to indicate you requested it.
4. Check the “Yes” box if you received the full break or lunch, duty free and completely uninterrupted. Check the “No” box if you did not receive the break or lunch or if the break or lunch was in any way interrupted by duty-related concerns. Do not use your break to read work related emails, required study materials, or do anything you would normally do on the clock.
5. If you checked the “No” box, enter one of the following codes in the “Missed Code” section.
   - NR - No Relief Provided
   - IR - Inappropriate Relief Personnel
   - BI - Break Interrupted
   - WB - Working Break (Required to monitor calls, alarms, etc.)
   - WL - Workload Issues
6. Enter any explanatory comments on the reverse side of the weekly log.

Working Break (WB). The nurse is required to monitor patients or remain in the duty area during the break or meal.

Workload Issues (WL). The nurse has such a heavy patient load (number of patients or high acuity) that they cannot safely hand off to relief personnel, or, in the nurse’s professional judgment, the shift duties are impossible.

These situations are all very common at OHSU. The AURN Breaks and Meals Tracking Study will provide nurses with an opportunity to code each missed break or meal with one of the five codes listed above. We hope that all nurses at OHSU will participate in the study so that we can obtain a clear picture of what is actually happening on the units.

Many nurses have not been clocking their missed breaks and meals because of a fear that doing so will result in managerial scrutiny of their time management skills. When nurses don’t clock missed breaks or meals it gives the appearance that there is not a problem. It also forces other nurses on the unit to do likewise or stand out in the crowd. We will not accept a culture that blames nurses for not being able to take their breaks and meals. This is our chance to document what is really happening. Please be scrupulous in tracking all your breaks and meals, even if you are getting them.
Now is a good time to check your membership status with the AURN. All full AURN members in good standing will be eligible to win one of three major prizes or a gift card in the AURN Nurses Week Raffle.

Many of our bargaining unit nurses do not realize that they are only “fair share” members because they have not yet filled out an application for full membership. To check your status, call ONA and ask for Membership Services, or simply submit a new membership application by Friday, May 4.

Major prizes include an IPad3, a Weekend Getaway to Hood River, and a $500 Nursing or Labor Education Scholarship. Fifty pairs of movie tickets will also be raffled. One raffle ticket will be allotted to each full member. Any member serving in an elected or appointed leadership, committee or task force role will be allotted an additional ticket. If you’ve been thinking about becoming more involved, there is still time to seek appointment to a vacant committee or task force position. (see Results of AURN Elections, p. 6).

ONA Convention A Big Success

(continued from page 3)

The whole convention helped show why ONA is such a strong organization with active members who are working tirelessly to advocate for nursing and quality health care.

Several OHSU nurses were elected to statewide leadership positions: Harold Fleshman was elected to serve on the Oregon Nurses Association Board of Directors, Scott Tetz was elected to a position on the ONA Cabinet on Health Policy. Brandy Benedict and Harold Fleshman will serve as delegates to the American Nurses Association convention in June.

The ONA Awards were given out at the award reception on Thursday, April 12, as we celebrated some of the outstanding individuals and groups within the organization. At the annual House of Delegates, ONA held a Nightingale Tribute to honor those nurses that we lost over the last year. We honor the lives of these nurses not by the number of years, or the place of their practice, but in the often unwitnessed difference that they made during those years. Their caring and service will never be forgotten.

Finally, the Oregon Nurses Foundation (ONF) quilt was raffled off and won by OHSU's Brigitta Gaida. This year, the quilt raised $7,954 for the ONF that will be used toward future scholarships.

AURN’s Gerlach Wins Rising Star Award

The ONA Awards were given out at a Convention reception on Thursday, April 12, as we celebrated some of the outstanding individuals and groups within our statewide organization.

The Rising Star Award is presented to a member who is relatively new to collective bargaining but has jumped into the sometimes murky water to become involved and who shows great promise of future leadership. The first of two Rising Star Awards went to Clarice Gerlach of Oregon Health and Science University!

Clarice had been engaged, but not actively involved in AURN’s work throughout her career at OHSU. Recently, she jumped into the process head-first. Clarice not only serves on the Grievance Committee, the PNCC and the Reward and Recognition Task Force at OHSU, but has taken a prestigious role as a member of the statewide Economic & General Welfare Cabinet, a role very suited to Clarice’s professionalism and education training. Clarice continually impresses her leadership, peers and labor representatives with her knowledge of labor relations despite her short time doing this work. Clarice continues to be a unit representative for AURN and a resource nurse on her unit. Clarice has been a great asset to the AURN leadership group and she will continue to do great things to advance the collective bargaining power of OHSU nurses.
SAVE THE DATE: NPO EDUCATION CONFERENCE

The 35th Annual NPO Education Conference will be held October 11-13, 2012 at the Governor Hotel in Portland. Mark your calendars for this event and check back shortly for more information as it becomes available.

GRIEVANCE, MISCLASSIFIED NURSES (continued from page 2)

In response to inquiries about the process and potential impact from many nurses, both RN and advanced practice, an open forum was scheduled. The event, which was led by Katy Cooper, AURN President and Paul Goldberg, ONA’s Associate Director of Labor Relations, included approximately 30 OHSU School of Nursing faculty, Nurse Practitioners, Clinical Nurse Specialists and unclassified Registered Nurses and Nurse Anesthetists from a number of OHSU units. Also in attendance were Susan King, ONA’s Executive Director, Brian DeLashmutt, ONA’s Lobbyist, members of the AURN bargaining team and Scott Palmer, ONA’s Communications Director.

“Although this is a somewhat contentious issue,” said Palmer, who moderated the 90-minute discussion, “it was a great opportunity for ONA to hear from some of the nurses who could be impacted by this grievance and for us to let them know our position and this history of this issue. It was a difficult discussion, but ultimately I think it was useful for everyone involved.”

Over the course of 90 minutes, attendees asked questions regarding the definition of faculty and academic designations, ONA’s history of working to promote advanced practice issues, the protections offered by collective bargaining agreements and a number of specific issues related to pay scale, contract negotiations and the current AURN contract’s recognition clause.

Katy Cooper, AURN President, offered to keep lines of communication open between AURN, ONA and any advanced practice nurse who has questions regarding the grievance. “We want to hear from you, we want to have your involvement, and we want to know what you think,” Cooper said in her closing remarks.

RESULTS OF AURN ELECTION (continued from page 1)

Sara Mittelman (ED), Eva Weist (WH/MBU), and Clarice Gerlach (Card Cath Lab) were all reelected to new two-year terms on the Professional Nursing Care Committee (PNCC). Julie Jorgensen (Peds ED) begins her first term on the PNCC, joining Nancy Drogin (HEM Malignancy Ctr) and PNCC Chairperson Basilia Basin (Fam Med), both of whom will serve in the second year of two-year terms.

THERE ARE STILL VACANCIES ON THREE AURN COMMITTEES:

The Impairment Free Task Force, Membership, and Magnet Committees. Please contact Courtney Niebel at ONA (niebel@oregonrn.org), if you are interested in getting involved.

DELEGATION WORKSHOP

Delegation and working in teams with assistive personnel is a complex critical thinking skill that requires expert professional practice and emotional intelligence. ONA Professional Services is hosting a new workshop, "The Ultimate Charge RN: Delegation, Supervision and Critical Thinking Leadership."

This hands-on workshop features a full day of educational sessions geared to empower charge RNs and emerging nurse leaders with the critical skills needed to lead effective patient care teams.

The Presenter, Dr. Ruth Hansten is the author of Clinical Delegation Skills: A Handbook for Professional Practice (2009). She has worked nationally and internationally with 170 health care organizations as a consultant and educator.

- Wednesday, June 27, 2012
- 7:30 a.m. – 5 p.m.

The Grand Hotel at Bridgeport in Tigard, OR (only a few minutes away from the ONA office)