

We asked for and got more detail from the Hospital about their Healthy Work Environment Proposal. We also talked more about the retirement benefit.

We spent the morning at our most recent negotiations session questioning the Hospital about how their Healthy Work Environment proposal would be implemented and what the Hospital had in mind with regard to initiatives and the plan for this work as called for in their proposal.

Check out our Website!
www.onappmcnrs.org

We have past updates and more details about all the proposals. Bargaining sessions are scheduled for December 9 and 16. We are also scheduling session for January 6, 23, and maybe the 29 if necessary.

We expect to hear more from the Hospital about retirement on December 9. We will also make a comprehensive counter proposal on all outstanding items on December 9. Stay tuned.

How the Hospital Envisions Their Healthy Work Environment Proposal Working.



In response to our concern that the proposal was vague, the Hospital explained that the jointly developed plan as called for in their Healthy Work Environment Proposal would be worked on together once negotiations are completed. They stressed that they wanted the initiatives to be undertaken to be jointly developed and agreed to and that the bargaining table was not the place to work out those details.

The chart to the left was provided to give us a visual presentation of how the Hospital's Healthy Work Environment proposal would work. It shows the governance and process structure for this proposal. It also shows how issues raised by nurses either about staffing such as the need for additional staff on a night shift or for practice issues such as training or education needs would be addressed by using these structures.

ONA Officers at PPMC:

Chair: Juanita Wolf, RN, OP Transfusion
Secretary: David Arlint, RN, 2R
Treasurer: Terri Houck, RN, IV Therapy
PNCC Chair: Sue Phillips, RN, 8S
Member at Large: Karen O'Dell, Float Pool



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Nursing alert about the smoke free campus.

The Oregon State Board of Nursing has stated that **it is a violation of the Nurse Practice Act for Registered**

Nurses who lack prescriptive authority to give out non-prescriptive nicotine lozenges to patients and members of the public.

ONA supports Providence's effort to go smoke free. We are working with Hospital to address this issue and come up with alternatives that aid this effort and keep Registered Nurses from being in violation of the nurse practice act. **Stay tuned.**

What is going on with Overtime.

- We are getting reports from some units in the Hospital that managers are trying to clamp down on the utilization of overtime by nurses.
- While managers are certainly within their right to monitor overtime usage; sometimes overtime is necessary or needed in order to complete patient care assignments, give report, or finish up charting from a busy shift.
- We have heard reports about managers being unwilling to approve overtime earned due to missed lunches or the need to complete charting.
- We have heard that some managers are announcing to all RNs in Vocera broadcasts to the entire unit at 3:25pm to clock out.
- Neither of these are appropriate.
- If you feel you are receiving covert or overt pressure to work off the clock or not put in for legitimate overtime compensation, please contact Rob Nosse at ONA at (503) 293-0011x318.

Are you using antifriction slider sheets?

Pulling patients up in bed or across to stretchers are difficult maneuvers for our bodies.

To prevent back, neck, and shoulder injuries, your Professional Nursing Care Committee strongly recommends using safe patient handling equipment. A recent addition to our safe

patient handling program has been the antifriction slider sheet. You will find them with the lift equipment (should be stocked in each room in the Tower).

Each patient should be issued one with the first slide into bed (whether from Surgery or ED).

Using these antifriction slider sheets can reduce the load on our bodies. At discharge, discard the slider sheet, unless transferring to another Providence Facility.

Remember, there is no safe way to lift or move patients manually. Help prevent injuries — remind your co-workers to use the sheets and lift equipment.



Robin Donaldson and Conni Patrick, both Short Stay Nurses, are shown here training with Yvonne Windstanly on using the slider sheets.