It is time for election of the executive committee, officers and professional nursing care committee (PNCC).

All executive officers and the PNCC seats are open and we encourage nurses who have not been involved to please do so.

Have you thought about changes you would like to make to improve patient care or nurses’ working environments? Are you willing to help others work on those issues? Do you want to be a leader in making changes? Then nominate yourself or someone you know. The description of leadership positions and the nomination form can be found on pages three and four.

Nominations will be open through March 31, 2016. Only Oregon Nurses Association (ONA) members may hold office and serve on the PNCC.

Want to join ONA? Please contact Whitney Wong at wong@oregonrn.org or 503-293-0011.

We’ve received many questions about the interpretation and implementation of the National Addendum (NA) and what that means for ONA/American Red Cross’s (ARC) local collective bargaining agreement (CBA). In general, the contract requirements outlined in the NA take precedence over local CBAs. The Coalition of Unions is in discussions with Red Cross trying to iron out the areas where this direction is unclear in relation to the local agreements.

But what does that mean for your day to day work lives? In this article we answer some of the specific questions we’ve received about the agreements. If there are other areas you would like more information on please contact your ONA/ARC officers or email Whitney Wong at wong@oregonrn.org.

We will include answers to your questions in future newsletters.

Paid Time Off (PTO) NA Article 16

The NA’s Article 16 sets up and defines a new PTO policy that will apply to all
National v. Local continued...

locals. For ONA, whose accrual schedule is more than the PTO accrual schedule in the NA, the new PTO policy will go into effect Jan. 1, 2017. At that time all accrued vacation hours will roll into the new PTO bank. Accrual limits are outlined in Article 16, Section 3.B. If you have hours that are over the defined limits, they will be placed in a PTO bank and used before you are able to accrue additional PTO hours.

**Holidays NA Article 15**

Core holidays became standardized to the NA November 2015. See article 15 for details.

**Floating Holidays NA Article 15 Section 3 and 5**

Some of you may not be familiar with the specific terminology of floating holiday as it is relatively new for many employees – it simply means that you will have another day off this calendar year!

PTO eligible employees receive two floating holidays on January 1 that must be used by June 30, and two floating holidays on July 1 must be used by December 31. An additional floating holiday was given to all Biomedical Services employees who were actively employed by the Red Cross on Dec. 4, 2015. This floating holiday will be available for employees March 15 through Dec. 31, 2016. As always, employees should obtain approval from their supervisor for the day they select for their floating holiday. The floating holidays will not carry over to the 2017 calendar year.

**Premiums and Differentials NA Article 14, Section 6.A.1 and Appendix B**

The NA defines premium pay in Article 14 related to overtime and on-call and maps out many differentials in Appendix B. For all premiums that are not included in the NA but are regularly paid at a local bargaining unit, Red Cross agreed to “calculate the cost of said premiums over the 6-month period of Jan. 1, 2015 through June 30, 2015”. They will then either absorb these into an employee’s hourly rate or negotiate a “different yet mutually acceptable reinvestment proposal.” The “status quo” will be maintained until one of the two options has been selected. The Coalition of Unions is negotiating over some of the specific differentials and premiums not included in the NA but defined in our local agreement.

Subjects of Interest to You

Is there something you’d like to see be addressed in an upcoming newsletter? Please contact one of ARC’s officers or contact Whitney at wong@oregonRN.org.

Have Questions About ONA or Need Help With a Contract Issue?

**Sam Gieryn, JD – Labor Relations Representative**

Sam is temporarily acting as representative for Red Cross along with support from other ONA staff. Sam has an extensive background representing local unions on behalf of ONA and the American Federation of State, County and Municipal Employees (AFSCME)

Phone: (503) 293-0011 ext. 350
Email: gieryn@oregonRN.org

**Whitney Wong – Executive Coordinator**

Whitney Wong joined ONA in October 2014 working for the E&GW department. She assists Alan Yoder, Associate Executive Director of Labor Relations and Minh Nguyen, Director of Organizing. She also manages and coordinates the administration for the E&GW department.

Phone: (503) 293-0011 ext. 325
Email: wong@oregonRN.org
Update on Supreme Court Case, Friedrichs v. CTA

As you know, U.S. Supreme Court Justice Antonin Scalia passed away this last weekend. While we disagree with many of his positions, we respect his service to our country and to our judicial system.

His death has sparked many public conversations about the fate of current Supreme Court cases, including Friedrichs v. California Teachers Association, a case ONA and other unions across the country have been following closely. If the Supreme Court sides with Friedrichs, it would overturn current law; forcing ONA and other unions to represent workers who refuse to pay their fair share. This would negatively impact our ability to advocate for both patients and nurses.

The state of current Supreme Court cases including Friedrichs is still unclear, and we may not know the outcome until the end of the Court's term in June.

Regardless of the Friedrichs' ruling, we must continue the important work we've begun to grow and strengthen our membership. Similar anti-worker challenges will be raised in the courts and on the ballot, where we are already preparing to face several state anti-worker initiatives this November.

We know that anti-worker attacks will continue. They are our new reality.

But we won’t stop fighting them and we won’t allow them to stop us from building a better, strong organization together.

In solidarity,

Susan King
ONA Executive Director

Evaluating our Membership: Proposed Changes to ONA’s Bylaws

Representing More Than Nurses

ONA’s Economic and General Welfare (EGW) Cabinet is proposing to amend ONA bylaws to allow other employees represented by ONA under collective bargaining agreements to become members of ONA. This would enable licensed practical nurses (LPNs), certified nursing assistants (CNAs), physician assistants (PAs), social workers, and others covered by an ONA collective bargaining agreement to enjoy the full rights of ONA membership.

This proposal will be voted on during ONA’s 2016 House of Delegates in April. The following article explores the reasons behind the proposed change and how it will affect ONA.

It used to be that you could walk down the hall to the payroll office and fix a mistake on your paycheck. Or make an appointment with the human resource office to discuss arrangements for your maternity or paternity leave. Or resolve other issues at the local level.

That’s no longer the case. A hospital’s decision makers are no longer in the building. Worse still, in many cases they are no longer in Oregon. The farther removed they are to the work we do at the bedside, the harder it is for us to make changes, especially when we only speak for one group in the workforce. The continuing corporatization of health care is driving the need for us to work collaboratively with other employees to maintain our ability to effect meaningful change in our workplaces.

That’s one reason we need to represent more than nurses—to speak with one voice when dealing with multistate corporations. With each new voice, it becomes harder for an employer to refuse to address common concerns and it becomes harder for an employer to drive a wedge between various groups. We are stronger as a union when we are working together, not apart.

This change will alter ONA. But it will allow us to adapt to the times we are in where we are increasingly negotiating with corporate entities, rather than colleagues.

Visit www.Oregonrn.org and sign up to attend ONA’s Convention and House of Delegates to share your voice on proposed changes to ONA’s bylaws.
After a nurse completes one year of consecutive employment, a nurse is eligible for three days of education leave annually to attend conferences or courses that lead to professional development, and will be paid at straight time for that leave. There are specific rules for submitting a request and for reimbursement, so review your contract for those details. If you have questions please ask your ONA officers. Requests must be submitted four weeks in advance. Partial support up to $200 of the cost of tuition and up to $150 of the cost of expenses is reimbursable from an educational developmental fund. Be sure to take advantage of this benefit from your contract.

*See your contract, page 30, for rules about education leave.*
Position Descriptions

The following descriptions are excerpts and summaries from the ONA/ARC bylaws. For full descriptions please refer to the ONA/ARC bylaws found on the ONA website at: www.oregonRN.org. Choose American Red Cross under “Find Your Bargaining Unit” and find “Bylaws” under the documents section.

President

Conducts and supervises the affairs of the Red Cross bargaining unit. Serves as an ex-officio member of all ONA/ARC committees. Appoints special committees and their members with the approval of the executive committee. Fills vacancies that occur on committees with the approval of the executive committee until the next regular election. In conjunction with the treasurer, disburses or orders the disbursement of all monies necessary to pay the bills, obligations and indebtedness of ONA/ARC, which have been properly incurred.

Vice president

Assists the president in the discharge of all duties. In case of the president’s absence, the vice president performs the duties of the president. Should the president’s position be vacated, the vice president shall serve as the president until the next election.

Secretary

Sends out meeting notices as directed. On at least an annual basis, update all members’ contact information, including correct mailing addresses, home and work telephone numbers and email addresses and provides this information to ONA. Collects names of nominees for elected positions and constructs a ballot for all the names submitted. Confirms that the nominees are willing to serve and when there is no membership chair, ensures the nominee is in good standing. Record, maintain and archive minutes for all executive committee meetings. Sits on the elections committee and conducts correspondence as directed by the executive committee.

Treasurer

Has financial responsibility over the financial affairs of the ONA/ARC bargaining unit. Makes at least a quarterly report to the executive committee and EGW that includes the assets and liabilities of the ONA/ARC bargaining unit. Keeps itemized records, showing the source of all monies received and spent, and keep records, vouchers, work sheets, books and accounts and all resolutions to verify such report and provide a copy of this information to EGW by Dec. 31 of every year.

PNCC committee

Composition– The PNCC will be composed of the PNCC chair and representatives of the various units as appointed by the executive committee or as otherwise specified by the collective bargaining agreement. Its duties include making recommendations for educational and training programs compatible with identified hospital goals; processing and analyzing unsafe staffing reports and taking the necessary steps to address issues raised in unsafe staffing reports when necessary; making timely reports to the executive committee and ONA concerning unsafe staffing reports and educational and training programs; serving on the hospital’s staffing committee or ensuring the staffing committee has duly elected representatives; and making recommendations to the facility of ways and means to improve patient care.

ONA's Statewide Elections are Still Open!

Go to: www.OregonRN.org to read about the candidates and cast your vote.

Voting will close on March 7 at 12:00 p.m.
Pursuant to the bylaws, executive officer and professional nursing care committee (PNCC) member elections are now due. Write the names of the nurse(s) you would like to nominate for each position. Please print clearly.

Nomination forms for officers and PNCC are below. You must be a member in good standing in order to nominate or to serve. If possible, please get the signature of each nurse that you nominate to indicate their acceptance of the nomination and consent to serve in the nominated position. If not possible, we will confirm directly.

Return completed forms to Oregon Nurses Association (ONA) no later than April 1, 2016:

1. Fax to ONA, Attn: Whitney Wong at 503-293-0013
3. Email to wong@oregonrn.org

### Officer Nomination Form

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<th>Position</th>
<th>Name of Nominee</th>
<th>Signature of Nominee (Signifying consent to run and serve if elected)</th>
<th>Date</th>
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<tbody>
<tr>
<td>President</td>
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<td>Vice President</td>
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<td>Secretary</td>
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<td>Treasurer</td>
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### PNCC Nomination Form

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<th>Name of Nominee</th>
<th>Signature of Nominee (Signifying consent to run and serve if elected)</th>
<th>Date</th>
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<td>Apheresis:</td>
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Please include your contact information below.

ONA will use this information to update its own records and track who has submitted nominations.

Name: ___________________________ Address: ___________________________

City: ___________________________ State: ___________________________ Zip: ___________________________

Home Phone #: ___________________ Work Phone #: ___________________ Email: ___________________