Please Complete a Bargaining Survey!

Your bargaining team wants to hear from you on important issues like pay and workload as we prepare for bargaining later this spring. You will receive a bargaining survey in your mailbox soon. Please complete the survey, place it in the self-addressed stamped envelope and drop in the mail to the Oregon Nurses Association (ONA). We need your feedback as soon as possible.

As you know, Cascade Health Solutions (CHS) will be opening the Pete Moore Hospice House in Eugene later this year. We are excited about this opportunity to fill an unmet health need in our community, which fits with the CHS mission. We anticipate several new RN positions will be hired this summer to staff this new 24/7 inpatient unit. The opening of this new unit is likely to be a primary bargaining topic this year.

Our contract expires June 30, 2016. We hope to meet with the employer’s team for our first bargaining session in late April.

Stay Connected with ONA-Cascade Health Solutions

Your ONA-CHS officers are asking for your assistance to keep you informed about our activities. We are missing personal email addresses from many of you. Your officers will ask you to update your contact information. Or you can provide your contact information to our labor representative Gary Aguiar.

This is an important time for ONA as we prepare for bargaining later this spring. We are looking for nurses who are willing to step up to become an active ONA member, attend an ONA meeting, observe bargaining, etc. Your co-chairs are Ann Richards and Rita Vait.
Federal Law Protects Concerted Activity

The National Labor Relations Board (NLRB), an agency of the federal government, protects workers' rights, including the **right to act together to try to improve their pay and working conditions.** This protected concerted activity is written into the original 1935 National Labor Relations Act and has been upheld in federal court.

Generally, concerted action requires two or more employees acting together to improve wages or working conditions, but the action of a single employee may be considered concerted if he or she acts on behalf of others.

If you have questions, please contact the NLRB www.nlrb.gov or 1-866-667-NLRB.

“Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities.” -Sec. 7, NLRA

Build Nurse Power Through ONA

**Is ONA a labor union or a professional association?**

ONA is both a labor union AND a professional association. Our professional services department employs experienced RNs as nurse practice consultants. These nurses assist our members with practice issues, including staffing. They work directly with house wide staffing committees to implement the revised Oregon Nurse Staffing Law. We are also a labor union that collectively bargains on behalf of all nurses with the employer.

**How does ONA operate?**

ONA is a democratic organization of members, who work together to solve common problems. We operate best when we employ the concept of “shared leadership,” where every member assumes a responsibility to become active in our association at some point in their career.

**What are the key functions of a successful association?**

The key components are communication and active members. Problem-solving begins when nurses talk to other nurses. Unit representatives occupy a critical position in binding workers together.

**What do unit representatives do?**

Unit representatives are our on-the-floor shop stewards who serve other nurses as a resource and conduit of information. Unit representatives are often the first contact for a nurse who has a contractual question. They may mentor and counsel other nurses, attend disciplinary hearings, organize nurses to take collective action, and file grievances.

**We need unit representatives!**

This year, we will be building our unit representative structure at Cascade Health Solutions in preparation for bargaining next year. Ideally, we would like a unit representative on every shift, every day, in every unit. Unit representatives do not serve a defined term of office, but may step up or down depending on their career and personal obligations.

If you know a nurse who is interested in serving, please contact an officer or your labor representative.
Protect Your License, Protect Yourself!

Should nurses and nursing students carry their own personal liability insurance policy? The answer is an unequivocal yes. Unfortunately, a contrary opinion is apparently being voiced by employers, faculty and nurses themselves. You carry insurance to protect your home, your car and your health. Why not your career? Here are the reasons:

1. **First, a common assumption is that your employer will cover any incident.** Technically, an employer is responsible for the acts of its staff. However, the employer’s interest is not necessarily consistent with protecting you individually. Should there be a lawsuit or threatened suit, your best protection is to have your own personal legal representation. Your own attorney can prepare you for a deposition, represent you in a deposition and, most importantly, represent you in any settlement and determination of fault.

2. **Second, your employer’s policy does not represent you in an Oregon State Board of Nursing (OSBN) investigation.** In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you. The Oregon Nurses Association (ONA) recommends that all nurses obtain legal representation before responding to a letter from the OSBN related to a complaint. You are much more likely to receive a complaint from the OSBN than to be named in a lawsuit.

3. **Third, you are always a nurse.** You may render first aid or advise a family member or friend about a health problem. Should any incident arise about these acts, the only protection you have is your own personal insurance.

ONA urges you to obtain coverage from the Nurses Service Organization (NSO). For about $100 you can protect yourself. For example, should you be the subject of an OSBN investigation, you have up to $25,000 in coverage for attorney fees, travel etc.

For more information please go to [www.nso.com](http://www.nso.com). If you would like to discuss professional practice issues you may also call Susan King or Jordan Ferris at the ONA office 503-293-0011.
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. It is available at: www.OregonRN.org

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

- Self-paced, independent learning modules, covering a broad range of topics and encompassing all levels of nursing practice
- CE that is conveniently accessible 24 hours a day
- The ability to house each learner’s CE history for easy access and retrieval

You can find out more about using OCEAN online CE by visiting the ONA website, www.OregonRN.org.

We encourage you to enjoy the courses currently available and be sure to check back regularly as more courses are added.