



May 7, 2016

RE: Dues Structure

In 2011, we approached the Oregon Nurses Association (ONA) about becoming our labor representative, having been dissatisfied with our then current representative, the Oregon Federation of Nurses and Health Professionals (OFNHP). What came from that initial contact with ONA was a landmark agreement where we are jointly represented by ONA and OFNHP, with ONA serving as the face of our union and professional association in all of our dealings with the employer, except our dues structure.

What this means is that when we pay dues, Providence sends our dues to OFNHP, not to ONA. And the dues we pay are based on OFNHP's formula, not ONA's. We think this should change. First, we want to support the union and professional association that we selected to be our representative by having our dues go to ONA. Second, when we have questions about our dues, and questions come up regularly, we want to be able to send those questions to the union we are connected with—ONA. Third, we have a voice in ONA, and can more easily influence what dues we pay.

ONA and OFNHP do have different dues structures, however. OFNHP dues are 1.4 percent of your gross wages plus a \$1.39 per pay period administrative fee with a current total maximum per pay period deduction of \$38.28 (\$995.28 annually). Whenever you gross \$2,635 or more in a pay period, you pay the maximum. That maximum will increase to \$41.29 (\$1,073.54 annually) on July 1, 2016. Because OFNHP's dues are based on a percentage of what you earn each month, the actual amount taken out of your paycheck may fluctuate from month-to-month. This has caused confusion with some of our nurses.

ONA has three flat rates—one for full-time, one for part-time, and one for new graduates. Currently, ONA's monthly rates for a full-time nurse is \$81.25, (\$975 annually) for a part-time nurse \$41.20 (\$494.40 annually), and for new graduates \$21.18 (\$254.16 annually). It is expected that ONA's dues will increase on July 1, 2016, but the exact amount of the increase is not yet known. ONA nurses typically pay half the monthly amount, twice per month, through payroll deduction. ONA defines full-time as someone that works more than 64 hours per month, part-time as someone that works 64 hours or less per month as verified by the employer, and new graduates as someone out of school less than two years that joins ONA within six months of graduation.

Some nurses likely will pay less under ONA's dues structure. Some may pay a bit more. Overall, we are recommending moving to ONA's dues structure because we believe most nurses would prefer ONA's flat, predictable rates. This change will also bring us closer to ONA, which was our ultimate goal when we selected ONA as our representative. It will also allow us to influence what dues we pay in the union and professional association we are connected with.

*To make voting easier, we are conducting this election online. **A postcard with two security codes is coming in the mail to you** (provided you are an ONA member) so that you can vote.*

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ONA is an affiliate of the American Nurses Association, National Federation of Nurses, AFT and AFL-CIO

*If you do not get a postcard in the mail by May 23, call ONA at 503-293-0011 to inquire about getting your unique codes.*

Sincerely,

*Laurie Nilsson*  
ONA/PMH Executive Committee