Congratulations-
We now have our very own Oregon Nurses Association (ONA) contract! Late Wednesday night, nurses counted the ballots from the ratification vote and were excited to learn that all our colleagues voted unanimously to accept the recommended tentative agreement. All the nurses who came to vote thanked the team for all their hard work and dedication to bring this day to fruition. Additionally, 10 nurses joined ONA that same day! What a great way to kick off our first ONA contract.

Throughout the day we had a few FAQs we thought we'd like to share with everyone:

When does the contract go into effect? Upon the vote—so April 27, 2016. Understandably, there is a lot that will be in transition. But the contract is fully in effect now.

How does the pay scale work? There are many nurses who have never had a pay scale. No more “merit” based increases determined by whoever happens to be manager that year. Nurses go onto the scale based on their years of experience as a nurse in an acute care facility. From that point forward, each year you will receive a step increase and the cost of living increase as you progress down and across the pay scale.

Click here to read, Understanding the Wage Scale, (or go to www.OregonRN.org and select Prov Newberg under Find Your Bargaining Unit.

When can I anticipate my first increase? Our expectation is that the new wage scale will go into effect in the first full pay period following ratification. Make sure to email your manager and Theresa Osburne to confirm your total years experience as a nurse in a hospital by next Friday (see right).

Confirm Your Years or Lose Pay!
Our initial placement on the wage scale is based on total years as a nurse at an acute care hospital, Providence or not. Make sure you get credit for all your experience by next Friday or lose the pay increase you are entitled to under our new contract. It’s simple:

1) Email you manager and Theresa Osburne HR at Theresa.osburne@providence.org the following statement:

   “Hi. I write to confirm that I have X number of years of experience as a nurse and therefore should be placed on step X.”

   If you email by the deadline, and they make a mistake, we can grieve it to correct it. However, if you don’t email them by next Friday and they make a mistake, you will have slept on your rights and will lose a lot of pay over the course of the future. So don’t forget to do it!

   Deadline: Friday 5/9/16
How Much Can We Be Mandated to Work?

Many of our colleagues in the surgical departments have been asked to work a ton of overtime. In some instances, they don’t really have an opportunity to go home because they’d lose precious sleep in transit before having to come back for the start of their next shift. The hospital cannot mandate this type of overtime. Just say no.

How do the overtime rules of the staffing law affect call?

Nursing staff finishing a 12-hour shift cannot be required to work for the next 10 hours. The 10-hour rest rule also applies to hours worked non-consecutively that add up to 12 hours in any 24-hour period.

If you are required to be on call at the facility you work in, your call time counts towards the 12-hour work limit. If you are not required to be on call at the facility where you work, your call time does not count towards the 12-hour limit.

Hospitals may not require a nurse to work beyond the agreed up and prearranged shift, regardless of the length of the shift.

Hospitals must provide a 10-hour rest period after a nurse works 12 hours in a 24-hour period. The 24-hour period starts when a nurse starts their shift.

The law doesn’t affect voluntary overtime—meaning the nurse can decide to work overtime but the organization cannot make it mandatory.

There are limited exceptions to the “agreed upon shift,” as there is still an hour of “slush time” at the end of the shift if a vacancy becomes known or there is potential for harm to patients.

Time spent on call or standby where you are required to be on the premise counts towards hourly limits; but time on call or standby away from the hospital premise does not count.

Membership Matters

How do I join? Pick up an application from an officer or go to www.OregonRN.org and select Prov Newberg under Find Your Bargaining Unit. Under documents, click on “ONA Application.” Print it out, complete it, and submit it by mail or fax.

What are the monthly dues? Now that we have our contract, the dues are $81.25 for full-time and about $43/month for part-time or per diem nurses working under 64 hours a month.

Do I have to pay dues twice if I’m a member at a different ONA facility? No. Nurses who work at two ONA facilities pick a base hospital for the purposes of membership and only pay dues once.

Are my dues tax deductible? Yes.