Welcome Brandi Osborne to Our ONA Team

Brandi Osborne from the birth center accepted the nomination to replace the vacant ONA/PNMC Vice Chair position. Under Article 6 of our bylaws, the chair is responsible to “fill vacancies that occur on committees with the approval of the executive committees until the next regular election.” (Check out our bylaws on the website.) The ONA team enthusiastically and unanimously approved Brandi stepping into the role with the following comment from team member Linda Murata-Ray: “I think Brandi will be great. She is great!” She is indeed great. Brandi comes to nursing as a second career. Her first career was in accounting! Perhaps this breadth of work experience is what lends to Brandi’s even keeled perspective. She looks forward to being part of the team and working collaboratively with all her co-workers to help implement the contract. Brandi brings a new set of strengths to the team and we thank her for stepping up to the plate!

Did You Know?

Contract resource binders are available in every break room. A complete copy of the agreement is in the break room, complete with officer contact sheet, table of contents and a copy of the staffing law. If you have a suggestion about how language of a section could be improved, please make a note in the margin so that when the team goes back to the table, we can make the appropriate proposals for improvement.

ONA Associate Degree nurses have additional job security: Prior to our unionizing and reaching our first contract, nurses here were employees at will with no job security. Many ADNs expressed concern about possible BSN requirements that would push them out despite decades of experience. Without a contract, that uncertainty would have continued. This is no longer the case.

The addendum to our contract titled Memorandum of Understanding BSN

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Scheduling

Scheduling and paid time off (PTO) are both issues the bargaining team spent a great deal of time crafting. Working in a 24/7 profession makes us all protective of our schedules as well as our time off and the following articles were written to address those critical issues in addition to making the application of the guidelines transparent and equitable. Article 5 describes guidelines surrounding PTO. In this article you will find PTO accrual rates and a framework for PTO use. The contract calls for four scheduling periods which allows for timely submission of PTO requests to facilitate vacations or special life events in a way that allows for ample time for an employee to make plans for those requests (i.e. planning a wedding, purchasing plane tickets, booking travel, etc). This is simply a guideline, however, and each unit can modify the request and posting periods to suit their needs with unit and manager approval. The other item to take note of in Article 5 is the "prime time" guidelines. The intent of prime time is to allow more nurses time off during peak request periods, namely the summer months, spring break and the winter holidays. By limiting prime time for each nurse, more nurses will have the opportunity to take time off during those highly coveted periods. Article 9: Hours of Work and Scheduling outlines the requirement for weekend shifts, the guidelines for standby/on call due to low census, and the time frame in which an RN can be placed on standby (on call). *Putting these frameworks into practice will take time and some trial and error to find the system that works best for each unit. Thank you for your patience and open mindedness as we work toward implementation.*

—Valerie Whitmore, ONA/PNMC Chair

Join us! Steward Skills, Workplace Organizing & Labor History Workshops

When: Fri. July 29 - 6 p.m. thru Sun. July 31- noon
Where: University of Oregon in Eugene, Oregon
Contact Whitney at wong@oregonrn.org to register- (registration closes July 6)

$7 Question in Surgical Services

Since ratifying our contract, a question about a special pay practice in surgical services has come up. Nurses reported that there had been a long standing practice that nurses got paid $7 per hour for holidays when it was a call shift above the regularly required amount of call. This came to light when there was no option to add this to nurses’ electronic time cards. We reached out to HR and have had ongoing discussion about it. As of last week, they acknowledged the practice but believe that the holiday standby of $7/hour was only paid to per diems. We stated that we had heard from both per diem and FT/PT nurses about it. HR is investigating further. We will keep you posted of further discussion.

Meanwhile, it’s important all nurses in surgical services, especially FT/PT nurses, sign and help collect signatures on the letter that states this pay practice applied to you and requests the correction.

Did You Know (Continued from Page 1)

*provides the following:* “this letter serves to confirm that Providence Newberg Medical Center does not currently require a BSN for any of our represented RN positions nor do we plan to implement this requirement for employed and represented RNs at this time.”

This means that now and moving forward, administration cannot unilaterally require a BSN without first negotiating with nurses and ONA nurses agreeing to it.