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## ONA / SAO Ontario

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## Retention and Recruitment Issues

The Oregon Nurses Association (ONA) is hearing from many of our nurses that they are frustrated and worried by the high turnover rate that seems to be happening in many departments throughout the hospital. ONA indicated to St. Alphonsus Health System (SAHS) administration several months ago that we would be willing to work with the hospital to retain experienced nurses in Ontario. The hospital has made an initial retention proposal that unfortunately requires the nurses to give up many of their hard won rights.

The hospital has proposed a \$3000 bonus for full time RNs and \$1500 for part time RNs that would require the nurse accepting the bonus to commit to two additional years of work for SAHS Ontario. In exchange for providing the bonus, SAHS wants nurses to waive their rights to negotiate paid time off (PTO) and leaves. They also want to implement a dress code and uniform policy—that we already objected to— and a new flu shot and masking policy. Additionally, the language they asked us to agree to would waive our rights to negotiate or

even comment on any future changes to these policies.

### *How does the bonus break down?*

\$3000 for a full time nurse is equivalent to \$0.80 per hour over two years. But paid in one lump sum, the bonus would be about half of that for most nurses. We don't agree that this bonus would actually do much to retain nurses who are leaving for higher paying jobs, not just in other areas but sometimes in local clinics!

### *What next?*

Your ONA negotiation team, led by St. Alphonsus– Ontario (SAO) President Sam Claudio has offered a counterproposal to SAHS management that increases the retention bonus to \$5000 for a full time RN, with \$3500 for two-thirds time and \$2000 for half-time RNs. The bonus would be repaid in full if the nurse leaves employment before June 2018. We have also agreed to accept the new PTO accrual and cap rates proposed by the hospital effective Dec. 25, 2016.

Keep checking out the [SAO page on ONA's website](#) for updated information.

## NOW HIRING!

Unit stewards are needed in several departments. If you are interested in advocating for yourself and your peers; to help keep coworkers aware of issues and needs throughout the hospital, get in touch with a member of the leadership team.

## Time to Unite

Right now, anti-worker groups are taking aim at the rights of Oregon's nurses and working families. They want to make it harder for us to advocate for appropriate staffing and equipment, pass public health policies and preserve the practice standards we've worked to establish.

From court cases to ballot measures, anti-worker groups tied to wealthy billionaires like the Koch Brothers are trying to silence our voice in order to increase corporate profits.

This November, Oregonians will see wealthy special interests push anti-worker measures onto our election ballots. These measures require public employers to

discriminate between union and non-union nurses and are designed to weaken our voice in our workplace; leading to pay cuts and benefit losses and negatively impacting our ability to advocate for our patients.

We can't let this happen. There is too much at stake for our patients, our practice and our communities. We've beaten similar anti-worker attacks before and we can do it again.

Protect your rights to advocate for your patients and your community by [pledging to oppose anti-worker attacks and stand up for Oregon's working families](#), and learn more about anti-worker attacks and what you can do to prevent them on [ONA's website](#).



## ONA 2016 Member Survey

We invite all ONA members to participate in the 2016 Oregon Nurses Association Member Survey. Your feedback is important to us so we can better understand your individual practice as a registered nurse.

The survey should take about 15-20 minutes to complete.

If you have any questions, please contact Amy Ferguson at [Ferguson@OregonRN.org](mailto:Ferguson@OregonRN.org).

**The survey closes Tuesday, May 31, 2016.**

Thank you in advance for your time and dedication to ONA!

**Visit [www.OregonRN.org](http://www.OregonRN.org) to learn more and to complete the survey today!**



**ONA** Oregon Nurses Association  
Voice of Oregon Nurses Since 1904

**Make sure you are getting ONA emails!**

**Go to: [www.OregonRN.org](http://www.OregonRN.org)**

**and click on *Update Your Information* under the *Membership Services* green tab to update the information on file and include a personal email address.**