

## ONA-Sky Lakes (SKY) Executive Committee

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Juliann Underwood, RN,  
OR

### Vice President:

Greg Collins, RN, OR

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Post Surgical Unit

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Jamie Delzotti, RN,  
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Stacey Mathis, RN, ED

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## Please Choose to Join ONA!

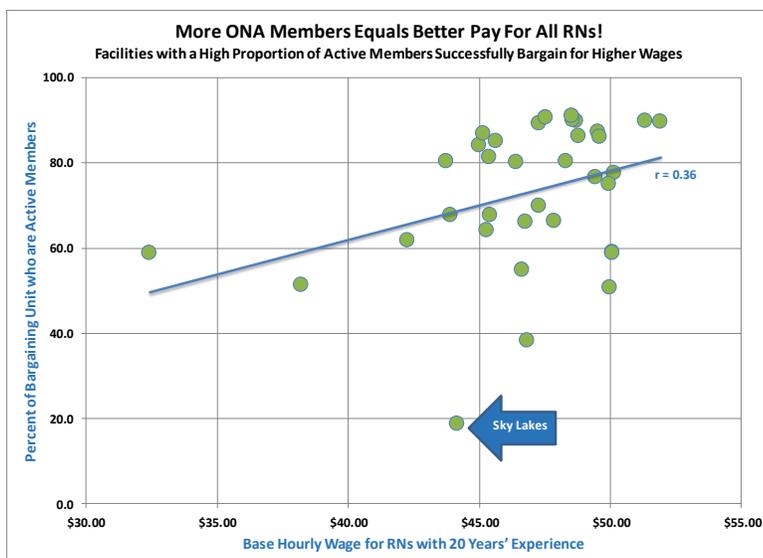
At Sky Lakes, nurses have a choice to join with ONA to cooperate with our employer for improved patient safety. It is great to have choices! We celebrate the opportunity to choose! Through ONA, nurses unite to advocate for safe patient care and appropriate workloads.

### *Why would joining ONA make a difference?*

Nurses can speak with a louder voice when we are unified. We don't oppose the employer, but we want to collaborate with them. We are not an outside group or a third party; we are members of the Klamath community! We live and work here. And, yes, ONA represents nurses, 13,000 RNs statewide.

### *Why does ONA membership matter?*

The more nurses who join with us, the greater our impact on hospital operations. United, we encourage



shared governance. Nurses voices are heard when we work with the employer together (for example, on the Staffing committee). We need your participation to build a stronger organization. When we join together, we become stronger advocates for patient safety and can protect each other from unreasonable workloads.

### *What is our membership rate here at Sky Lakes?*

Less than one-fifth of Sky Lakes nurses belong to ONA (18.9 percent). Among the 35 acute care hospitals represented by ONA, we have the lowest percent who are dues-paying members. Lower rates are often associated with "open

## Please Choose to Join ONA! *continued from page 1*

shops” like we have at Sky Lakes, where RNs can choose whether to join ONA or not. We hope you will choose to join your sisters and brothers by becoming an ONA member.

### *What does it mean if an RN is not an ONA member?*

By deciding not to join us, a non-member shifts the burden of representation to those who choose to join. ONA represents all RNs in employer relations, regardless of whether a nurse pays ONA dues or not. Under the law, we have a duty of fair representation to assist and work for all nurses irrespective of their membership status. However, active dues-paying members carry a heavier load, both financially and organizationally. Active members expend time and effort to protect other nurses through collective bargaining and in disciplinary hearings. We encourage you to join our ranks and distribute the effort among a larger group of RNs.

### *What are the benefits to working at an ONA-represented facility?*

Nurses who work at unionized hospitals receive larger compensation packages. For example, nurses working in union environments earn higher wages than those working in non-union hospitals. **According to CNN, union nurses in 2014 earned an average of 25 percent more than non-union RNs.** [Click here to read the article.](#)

In a recent survey, researchers found that “nurses belonging to a union were more likely to get a shift differential, a differential for certification, a differential for a BSN degree, a charge nurse differential, and continuing-education reimbursement.” [Click here to read the article.](#)

In Oregon, there is a correlation between union participation rate and higher wages. The chart on page 1 displays a scatterplot of the 35 acute care hospitals represented by ONA. The correlation coefficient between wages and percent active members is 0.36, which is a strong relationship. Since we have a lower ONA membership rate at Sky Lakes, we have a lower wage scale than hospitals with a higher membership rate. Hospitals with a higher proportion of active members successfully bargain for better pay for all RNs!

### *Are there other benefits to joining ONA?*

Yes, here’s a sampling:

- Free ANA membership
- Discounted certification and continuing education credits
- Consumer discounts (e.g., home and auto insurance with California Casualty)
- Only ONA members can vote on the ratification of our contract
- Leadership opportunities, both locally and nationally

## Calendar of Events

Oregon Labor and Employment Relations Association, April 14, Salem, OR

ONA Eastern Oregon Summit, Saturday, May 14, 9 a.m.—4:30 p.m., Baker City, OR

American Federation of Teachers National Convention, July 17 – 21, Minneapolis, MN

Labor Education and Research Center Summer School, July 29 – 31, Eugene, OR

ONA Bargaining Unit Leadership Conference, Sept. 30 – Oct. 1, Portland, OR

## From the ONA Bookshelf

A review of The Legal Rights of Union Stewards. Fifth Edition by Robert M. Schwartz. 2015. Cambridge, MA: Work Rights Press (155 pages, \$20).

Union stewards (or unit representatives) are the key cog in labor unions. Their yeoman effort is the foundation on which the edifice of our organization stands. For without basic job security protections, a labor union cannot bargain contracts and lobby for legislation.

This slim volume offers a hands-on guide for novice unionists with bite-size chapters. Schwartz, the dean of labor law, provides unit reps with an essential tool that should be read by all union members. It delivers easy-to-understand explanations of important topics, including:

- the special status of union stewards
- the grievance process
- right to information
- Weingarten rights
- the duty of fair representation

If you are looking for a one-stop shop for answers to your labor law questions, this is the book to consult first! Each chapter ends with a question-and-answer section that breathes life into the legal concepts with real-world examples. Accompanying the clear language and often-



humorous discussion are delightful cartoons that exemplify key principles.

Given the challenges we face, ordinary workers can build power by standing up for their fellow workers in regular conversations with managers on workplace issues. Unit representatives perform noble and altruistic tasks by advocating for workers' rights. This book provides the basic tools to help them in particular—often complex—cases.

We provide a free copy of this book to RNs who complete unit representative training. We will be holding unit representative training at Sky Lakes in April and May.

## Nurses Service Organization— *Professional Liability/Malpractice Insurance*

Because ONA believes it is important for every nurse to carry his or her own professional liability insurance so that he or she is fully protected against malpractice claims, ONA has endorsed the Nurses Service Organization (NSO).

NSO liability insurance is affordable and very competitive. They offer a basic rate, plus other rates for all specialties and, just as ONA offers half price rates to new nursing graduates, they also offer half price rates to new graduates.

The plan, underwritten by one of the most respected insurance companies in the country, C.N.A., also offers outstanding protection.

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 and so forth.

NSO is now offering a Consulting Services Liability

Endorsement designed for nursing professionals who are consulting, teaching or training.

This endorsement provides coverage when you use your medical skills and knowledge in settings that do not involve direct patient care, such as: training, speaking at seminars, expert witness, legal consultation, post-secondary teaching and more.

Economic or financial loss arising from your participation in these activities typically would not be covered by a professional liability policy. This endorsement can be added to a NSO policy for only \$25 a year.

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, Carl Brown or Tonya Tittle at the ONA office 503-293-0011.



# ONA Member Benefits

Many nurses think they are members of the Oregon Nurses Association (ONA) even though they haven't officially joined!

**To activate your ONA membership, you must fill out an ONA membership application.**

If you haven't filled out a membership application you're missing out on ONA's membership

## ONA Members Receive:

**ANA Membership and access to ANA Programs and Trainings**

**Discounted ANCC Certifications**

**Free and Discounted Continuing Education (CE) Opportunities**

**Consumer Discounts Including:**

Rip City Rewards (Portland Trail Blazers)

Celebrate! ONA Holiday Entertainment Guide

California Casualty Auto and Home Insurance

Get Away Today Vacations

Health Club Memberships

Car Rentals

## Members Have a Voice.

ONA members are the only nurses who can vote on contracts and other issues that matter to nurses.

## Members Give Us Power.

Each member gives us added strength at the bargaining table to advocate for improvements to patient care, nurse staffing and other important issues.

## Members Are Our Leaders.

Members can develop their leadership skills through ONA's Nurse Leadership Institute (NLI) and take advantage of leadership opportunities by serving on your bargaining unit leadership team, Professional Nursing Care Committee (PNCC), any of ONA's practice, ethics or health policy cabinets and the ONA board of directors.

**To learn more, speak with your ONA labor representative today.**

**Gary Aguiar**

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Or visit us online at [OregonRN.org](http://OregonRN.org) to download a membership application!