Our Contract is Unanimously Ratified!

Our Tentative Agreement (TA) was ratified unanimously on Jan. 7, 2015. The new contract is effective Jan. 1, 2015 through Dec. 31, 2017 and will include among other improvements:

- A two percent (2%) across-the-board increase, effective the first full payroll period in January of 2015 in addition to increases in many of the differentials.

- Those of you with a bachelor's or master's degree, please notify Human Resources (HR) immediately. You can't begin the differential until all of your information is verified.

Thank you to all of you who voted!

Update Your Contact Information – It’s Quick and Easy!

We heard from some of our members that they did not receive the emails from ONA intended to keep them updated about bargaining session progress and about how to vote.

To ensure you are receiving all communications please update your ONA profile if you have think you may have:

- Changed your phone number
- Changed your email
- Changed your name or
- Changed your address

Just send an email to MemberServices@OregonRN.org

The subject line should read "please update my member info." A member of ONA’s membership services department will be pleased to make your changes.

Also, make sure to add admin@oregonrn.org to your list of trusted senders. This will ensure the information is delivered to your inbox and not blocked.

Better Staffing for Nurses and Patients

As many of you indicated during our pre-negotiation survey and vote, adequate nurse staffing levels and coverage for meals and breaks are important.

Please join the Oregon Nurses Association (ONA) in the conversation about staffing with our legislators:

ONA will be making staffing a top priority in the upcoming Oregon State Legislative Session which begins February 2015.

Please visit www.oregonrn.org to learn more about ONA’s proposed staffing improvements and sign a nurse pledge to help pass improved staffing legislation in 2015.

Oregon Nurses Association (ONA) Labor Relations Representative Ateusa Salemi Salemi@OregonRN.org 541-626-6802 1-800-634-3552 within Oregon ONA office: 18765 SW Boones Ferry Road Suite 200, Tualatin OR 97062 web: www.OregonRN.org

Negotiating Team: Tammy Graham, RN, Elizabeth Michael, RN, Lacey Hemphill, RN, Janice Carey, RN, Kathleen Albitre, RN, Galen Thompson, RN, Margie Gutierrez, RN, At-Large Member: Emily Staigle, RN; At-Large Member: Erik Ilg, RN
Protect Your License, Protect Yourself!

Should nurses and nursing students carry their own personal liability insurance policy? The answer is an unequivocal yes. Unfortunately, a contrary opinion is apparently being voiced by employers, faculty and nurses themselves. You carry insurance to protect your home, your car and your health. Why not your career? Here are the reasons:

1. **First, a common assumption is that your employer will cover any incident.** Technically, an employer is responsible for the acts of its staff. However, the employer’s interest is not necessarily consistent with protecting you individually. Should there be a lawsuit or threatened suit, your best protection is to have your own personal legal representation. Your own attorney can prepare you for a deposition, represent you in a deposition and, most importantly, represent you in any settlement and determination of fault.

2. **Second, your employer’s policy does not represent you in an Oregon State Board of Nursing (OSBN) investigation.** In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you. The Oregon Nurses Association (ONA) recommends that all nurses obtain legal representation before responding to a letter from the OSBN related to a complaint. You are much more likely to receive a complaint from the OSBN than to be named in a lawsuit.

3. **Third, you are always a nurse.** You may render first aid or advise a family member or friend about a health problem. Should any incident arise about these acts, the only protection you have is your own personal insurance.

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 etc.

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 Connie Miyao at the ONA office 503-293-0011.