Contract Negotiations Begin in October
Please Take the Pre-Negotiation Survey

It’s time to share your priorities and concerns with our team. The easiest way to do this is to take our pre-negotiation survey! Your responses will shape our team’s proposals. Please also encourage your co-workers/fellow nurses to complete this survey as well.

The survey is confidential and your responses are never used in conjunction with your name. To take the survey, go to www.OregonRN.org and select Tuality under Find Your Bargaining Unit. Our survey will remain open until Sept. 20, 2015.

Show Support for Your Bargaining Team and ONA

Our union is only as strong as its members, to show our unity to management we need a high percentage of membership. If you have not yet joined the union, membership applications can be found on the ONA home page under Join ONA! Click for more details, then select Tuality. You can also ask your unit representative for a membership application. Dues are deducted bi-monthly.

Why Become an ONA Member?

1. Membership in ONA actually SAVES you money. You receive:
   • Automatic American Nurses Association (ANA) membership and access to ANA programs and benefits;
   • Access to benefits from AFT;
   • Discounted CE credits at ONA Convention (saving up to $150 biennially);
   • Access to ONA sponsored Continuing Education Unit (CEU) opportunities throughout the year including webinars and special conferences (saving you up to $500 annually);
   • Discounted American Nurses Credentialing Center (ANCC) Certifications (saving as much as $150 annually);
Why Become an ONA Member? continued from page one

- Free Legal Consulting Services (saving you potentially hundreds of dollars) including licensure issues and workers compensation;
- Newsletters – including the Oregon Nurse;
- Consumer discounts (saving potentially thousands of dollars each year), including:
  - California Casualty Auto & Home Insurance;
  - Rip City Rewards (Portland Trail Blazers); and
- Get Away Today Vacations.

2. Members Give Us Power at the Bargaining Table

When management knows that all of the nurses at Tuality are speaking with one voice, through their democratically elected leadership, they listen. The higher our membership percentage, the more power we have. The more power we have, the more likely we’ll be able to make the changes that nurses at Tuality want, or to prevent unpopular take-aways.

3. Members Have a Voice at Tuality

Only members can assume local Bargaining Unit leadership positions and vote on contract ratification and other matters affecting nurses at Tuality.

4. Members Have Access to ONA Leadership Opportunities

ONA provides our members with a wide range of leadership development opportunities through ONA, including serving on any of our practice, ethics and policy cabinets, the ONA board, the Economic and General Welfare Cabinet and so on.

5. Members Have Access to Professional Consultations

ONA’s Professional Services staff is available to all ONA members for direct, one-on-one consultation on a wide range of practice issues. These include individual consultations on questions related to scope of nursing practice, health, safety and ergonomics, design of the workplace environment and career counseling.

To find out more about how to become a full member, speak with an officer or your labor relations representative.

Know Your Contract

ARTICLE 13 – PROFESSIONAL DEVELOPMENT

The bargaining unit is allotted $24,000.00 dollars and 2,000 hours per year. Each nurse is able to use $350.00 and half of your full time equivalent (FTE) hours. If you work full time and have 72 FTEs you are able to use 36 hours. If you work part time, and you have 48 FTEs, you are able to use 24 hours and so on.

All full time and part time (greater than 32 FTEs) with six months of employment have access to the hours and money, no per diem has access to education funds.

Each nurse can use the funds and hours to attend classes that are of benefit to both the nurse and the unit on which the nurse works. If the class is located on the Tuality campus, the nurse will have to report to work after the class is complete.

If the class is off campus you will be able to use the amount of hours needed to cover your shift (12 hours, 10 hours or whatever is your normal work day). The funds are used for registration fees which include web-based classes (web classes will be paid for when class is completed).

If any of the $24,000.00 is left at the end of the year, any money spent on registration by a nurse over the $350.00 allocated may be submitted for reimbursement at the end of the year. Management has 10 days to reply to any request for education.

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funds or hours. The use of education funds can be found in our contract under ARTICLE 13 SECTION A. though SECTION F. The procedure for submitting request for funds and hours can be found in policy N19.

The professional nursing care committee (PNCC) is updated throughout the year with total hours and money used. There is always a large sum of money and hours left unused at the end of the year. We encourage all of the bargaining unit nurses to use the funds.

Unit Representatives and Committee Members Needed

We currently are in need for representatives in the following units:

- Cath Lab/CECU
- Outpatient Surgery (Tuality 7th Avenue)
- Day Surgery
- GI Lab

Current Unit Representatives:
- Cindy Kistler, ICU/PCU
- Pam Bearce, OB
- Rachel Curley, Med/Surg
  fourth and fifth floor
- Terri Kaiser, PACU/OR
- Ruth Sohler, ER

Unit Representatives are responsible for communicating union-wide issues, activities, goals, policies, etc. to their co-workers.

Unit Representatives are equally responsible for communicating the concerns, questions, suggestions, needs, etc. of their co-workers to executive committee and ONA. Training is provided.

The strength of our union is dependent on its members; please consider volunteering to represent your unit.

If you have any questions please contact Tresa Cavanaugh 503-293-0011 ext: 312 email: Cavanaugh@oregonrn.org or Cindy Kistler 503-442-7831 email: scrhk@msn.com

Executive Committee
- Cindy Kistler - Chair
- Pam Bearce – Vice-Chair
- Terri Kaiser – Secretary

Cindy Kistler Acting Membership Chair – Open

OPEN POSITIONS ON CONTRACTED COMMITTEES

Article 17 - General Section B.

Environment of Care Committee - Two open positions, meets once a month on the first Wednesday of the month at 2 p.m. for one and a half hours.

Section C.

Benefits Committee – Two open positions, meets three to four times a year – dates and times to be announced at beginning of each year.

Article 14 – Professional Nursing Care Committee (PNCC)

The PNCC has one open position. It meets once a month the third Wednesday of the month 8:30 to 10:30 a.m.

The bargaining unit nurse will be paid for purpose of attending the meetings, contact your unit rep or any of the executive members if you are interested.

Our education language is one of the best in the state and administration attempts to weaken the language at every negotiation. We know that continuing education is important to our members. Hopefully the above explanation will help to better understand the language.

If any questions please feel free to contact your unit representative or any executive committee member.
Throughout the year it is critical that the negotiation, bargaining unit team and ONA labor relations representatives are able to communicate openly and efficiently with nurses. It is even more critical during contract negotiations. The ONA website, mail at home and emails at home continue to be the best methods of getting negotiation updates to all members as quickly as possible.

Unfortunately, many members aren’t getting the most up-to-date information because ONA doesn’t have a current mailing address or home email address on file for them or the email address on file is a work email.

ONA is often restricted when sending out mass emails to employer-based email addresses and if we don't have a current mailing address or home email address that results in many members not receiving the critical information they need as quickly as they should. To remedy this situation, ONA is encouraging all members to go to www.OregonRN.org and click on — Update Your Contact Information, to update their information on file to include a personal (non-work) email address to ensure the messages get through in a timely manner. Together we can make sure everyone is involved and stays informed!

### 2016 STATEWIDE ELECTIONS

**Considering running for an ONA office?**

January 20, 2016 is the deadline to self-announce candidacy for the statewide ONA elections. If you are interested in candidacy for any of the above positions, please complete the Talent Bank & Consent to Serve form found by clicking the ONA 2016 Elections button on ONA’s home page and mail it to: ONA, 18765 SW Boones Ferry Road, Suite 200, Tualatin, OR 97062 or submit an online form on our website www.oregonrn.org.

For more information, please contact Kathy Gannett at 503-293-0011 or 800-634-3552 ext. 309. Thank you.

### ONA’s Open Offices – 2016 Elections

- President
- Secretary
- Director (3)
- Cabinet on Health Policy (1)
- Cabinet on Education (4)
- Cabinet on Nursing Practice and Research (3)
- Cabinet on Human Rights and Ethics (2)
- Cabinet on Economic & General Welfare (2)
- Nominating Committee (4)
- Elections Committee (1)
- ANA Delegate Alternate (2)
- Last ANA Delegate Alternate (1)

### ONA BARGAINING UNIT LEADERSHIP CONFERENCE

**Powering Up: Challenges & Opportunities**

Please mark your calendars and plan on joining us for the 2015 Annual ONA Bargaining Unit Leadership Conference this fall. This year’s leadership conference, "Powering Up: Challenges and Opportunities" will be Friday, Sept. 18, 2015, at the Holiday Inn in Wilsonville. We are excited to present a day of educational sessions focused on strengthening our bargaining units and honing collective bargaining skills, positioning ONA and nurses to be ready for future challenges and to capitalize on opportunities as they arise.

**Who Can Attend?**

This conference is specifically for ONA professional union members who are either currently in leadership positions (BU executive team, PNCC members, Staffing Committee members) or those who are interested in taking a more active role in their bargaining unit. ONA Student Affiliate Members are also welcome to attend.