ONa Executive Team

Chair:
Gary Salcedo (Case Management)

Co-Chair:
Jennifer Traylor (OR)

Sec/Treasurer:
Vacant

Membership Chair:
Sue Matthews (Outpatient Infusion)

Grievance Officer:
Rachel Beissel (APU)

PNCC Chair:
Melanie Birdwell (Post Surg. Unit)

Staffing Committee Co-Chair:
Rachel Beissel (APU)

Christine Hauck
Labor Representative
(503) 293-0011 x1370
Hauck@OregonRN.org

Misha Hernandez
Labor Representative
(503) 293-0011 x1371
Hernandez@OregonRN.org

Oregon Nurses Association (ONA)
18765 SW Boones Ferry Road Suite 200
Tualatin, OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

Contract Bargaining Updates

Step Tables
The step tables are being updated in Workday. You will see these increased rates prorated back to July 3, 2022 on your next paycheck on Friday, August 19.

Ratification Bonus
The ratification bonus will be paid on Tuesday, August 23 on a separate check that will be paid in the same method as your regular check.

The bonus will be FICA grossed-up which will result in a net (after withholding) amount as follows:

<table>
<thead>
<tr>
<th>FTE</th>
<th>Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.90 and above</td>
<td>$4,000</td>
</tr>
<tr>
<td>0.80 to 0.89</td>
<td>$3,500</td>
</tr>
<tr>
<td>0.70 to 0.79</td>
<td>$3,000</td>
</tr>
<tr>
<td>0.60 to 0.69</td>
<td>$2,500</td>
</tr>
<tr>
<td>0.50 to 0.59</td>
<td>$2,000</td>
</tr>
<tr>
<td>0.40 to 0.49</td>
<td>$1,500</td>
</tr>
<tr>
<td>0.39 and below</td>
<td>$500</td>
</tr>
</tbody>
</table>

Patterned Schedule
Moving to a patterned six-week schedule will be unit by unit and voted on. The implementation of a new float pool differential and an annual floating competency bonus will be worked into Workday in the next few months.

Contract Formatting
The Contract also known as a redline is currently being formatted and approved by all parties. The contract will be signed by all parties of the negotiating team and the BAH executive administrators.

Bargaining Team
Please give a special thank you to the nurses who volunteered countless hours to bargain this new contract.

- Meg Steel
- Alexandra Johnson
- Allison Herbert
- Ling Mork
- Harry Brown
- Susan Sefers
- Rachel Beissel
- Jennifer Martin

Meetings
Contract Education meetings will be held in September to go over the new language and questions when the contracts are printed and delivered.
New Labor Representative

**Welcome Christine**
Christine Hauck will be taking over as the Labor Representative for BAH.

Christine has worked the last 21 years as a labor representative, in healthcare. She recently retired from ONA in November 2021. She agreed to return for a temporary time, to help with staffing shortages.

Christine enjoys spending time with her adult children and has done quite a bit of traveling during her short retirement.

**Contact Info:**
Email: Hauck@OregonRN.org
Phone: 503-293-0011 ext 1370 (this phone does not receive text)

**Bargaining Issues**
Misha Hernandez will continue to be the main contact for all bargaining issues.

ONA Statement

**In Regards to Staffing Crisis**
The Executive Team has met and understands the extreme staffing shortage that BAH is facing. The ONA executive team would like to support any short-term measures that would incentivize folks working days to also pick up night shift. That being said, ONA is truly concerned about the exhaustion of staff who are working extra shifts in a systemically understaffed region and maintaining patient safety.

ONA nurses are a key component in patient safety at our facility and elevating the environment in which nursing can provide the community, we live in, the care they deserve.

We are filing appropriate grievances and working to collaborate on collective actions.

Please don't hesitate to reach out to your Executive Team or Labor Representative Christine Hauk to assist in working conditions and contract violation issues.
Steward Trainings

Develop Your Skills to Build a Stronger Union

Steward Training
ONA Stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Training Date
Saturday, August 20, 2022
Online

Learn what it takes to become a union steward! We will teach you the basics of:
- Knowing your union rights
- Representing a co-worker
- Filing and processing a grievance
- How to find important items in your contract
- How to make our union stronger!

Strong Union
A strong union has at least one steward for every unit and shift. Members can go to them with questions and concerns and they in turn keep members in the know about important union activities.

Learn the fundamental skills needed to successfully enforce your contract:
- Learn how the grievance procedure works
- How to write and file a grievance
- How to read and interpret contract language
- Learn about your right to request information
- How to conduct investigations
- Practice presenting and winning argument
- When to “Organize” around a grievance

Questions?
Reach out to Christine Hauk at:
Hauck@OregonRN.org
503-293-0011 ext 1370