



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

ONA 2019 State of OUR Union

# Our Path to 2020

We will enter 2020 with more union nurse members, professional association nurse members, student affiliate members and allied health worker members than at any time in 115-year history of the Oregon Nurses Association (ONA).

As our membership grows, we are committed to using our resources and our collective power to improve our organization, our profession and our communities.

Our largest commitment in 2019 will be to the equity and inclusion work led by the Center for Equity and Inclusion. This work—along with a commitment to interest-based bargaining with UOUS, ONA's staff union, and improved human resources practices—are key to our work to improve ONA's culture and staff morale. The Equity and Inclusion Workgroup is a mix of staff, managers and ONA Board members. We trust this group to guide us along our path.

In the legislature, we re committed to making nurses' voices heard in the debate around health care reform by working with community partners to make significant steps toward universal access to health care. We will pass legislation to protect health care workers from workplace violence, we will strengthen Oregon's Hospital Nurse Staffing Law by working closely with Governor Kate Brown and the Oregon Health Authority to strengthen enforcement and we will lead work to fund Medicaid by increasing taxes on tobacco products and removing the sunset



on hospital taxes.

We will continue our commitment to member-leader development at all levels through our release time nurse program, the Nurse Leadership Institute (NLI) and the Board of Directors' Member Leadership Development Committee.

Our continued member growth and strong non-dues revenue will lead to the largest budget in ONA history. However, as we increase our staff and hire the exceptional talent to fully support our members, ONA's costs need to grow.

Each new workplace action, organizing effort, legislative priority, education event or other campaign is a significant commitment. ONA will be vigilant about prioritizing resources. We will be smart, strategic and accountable for managing our commitments.

Finally, we will maintain our commitment to utilizing our collective strength for the greater good. Together we will transform our health care system. Together we will advocate for nurses, health care workers, patients and everyone who lives and works in our communities throughout Oregon.

In Solidarity,

A handwritten signature in black ink that reads "Lynda Pond RNC". The signature is written in a cursive, flowing style.

Lynda Pond, RNC  
ONA President



The 2018 ONA House of Delegates passed the resolution “ONA Commits to Stronger Membership and Organization through Building Racial Equity and Inclusion.”

The Center for Equity & Inclusion is focused on raising consciousness and building tools that equip individuals, schools and organizations to build more inclusive environments. They do this by providing comprehensive programming, targeted consulting, and training—regionally and nationally—for those interested in working together to urgently advance equity and inclusion within their institutions and communities.



**Center for  
& Equity  
& Inclusion**

# The State of Our Union

2019 will be a transcendent year for ONA. We are ready for major campaigns in every department and focus area.

The union movement and progressives across the country have renewed their commitment to being change agents. ONA members are supporting these efforts and taking the lead in areas where we can make the greatest difference.

We're prepared to lead because the amazing achievements we made in 2018 built a foundation for our future success. Our 2018-2023 Strategic Plan is our map. Our five strategic imperatives guided the work our staff, management, member-leaders and members did in 2018 and sets the stage for what we will achieve together this year and beyond.

## Strategic Imperatives



**Growing Our Membership**



**Building Financial Security**



**Supporting our People and Culture**



**Strengthening Our Visibility and Influence**



**Organizing our Members**



Nurses in Bend rallied to show their unity during their negotiations with St. Charles. By standing together, the nurses won a tentative agreement on Jan. 12, 2019.

# Growing Our Membership

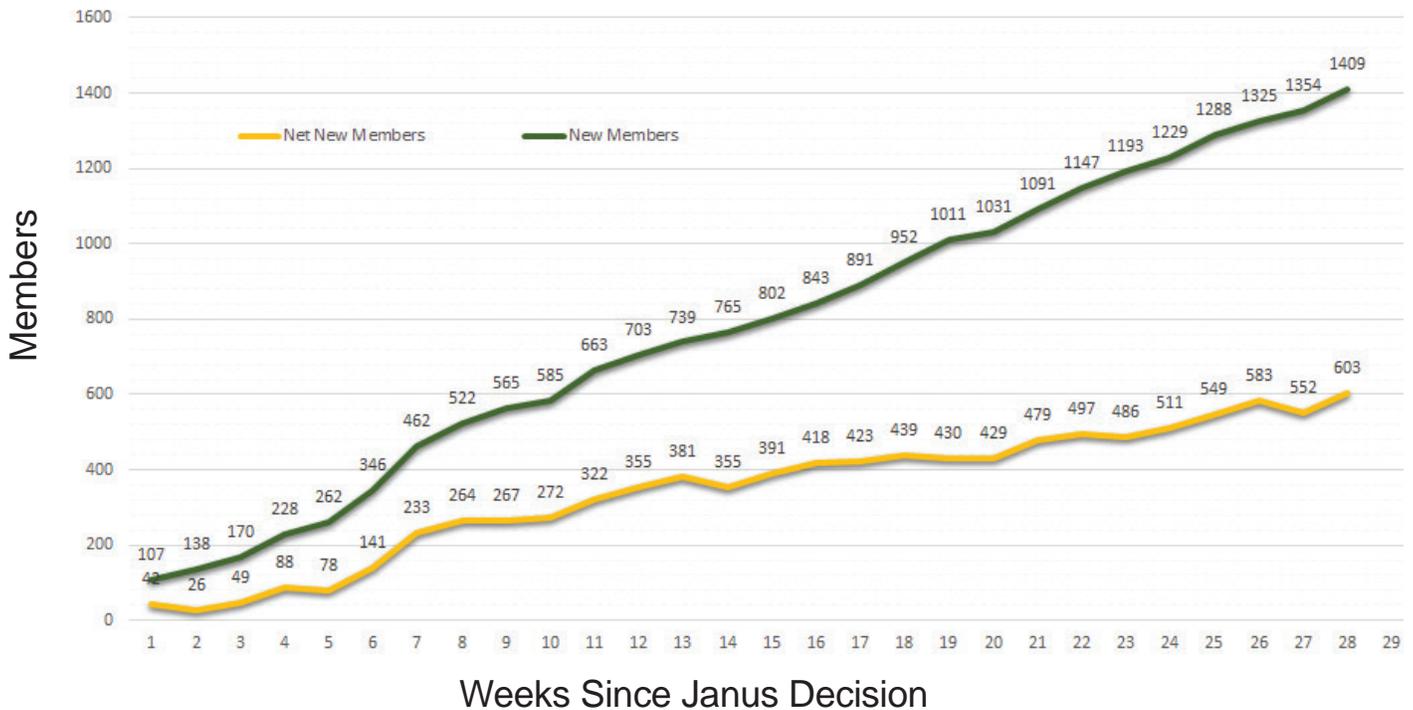
“We are ONA” is the Janus recovery plan we started in 2018. When the U.S. Supreme Court issued its Janus decision in June, 578 ONA public sector fair share payers were no longer obligated to pay for ONA’s work on their behalf. But we were ready.

Our “We are ONA” member growth and recovery plan went into effect and today, ONA has successfully

replaced every fair share payer we lost with an ONA union member.

We also prioritized professional member growth and are working hard to meet the goal of adding 100 professional association and student members. Because of our work, ONA is literally larger and stronger now than we were before the Janus ruling.

## “WE ARE ONA” CAMPAIGN





# Building Financial Security

In July, the ONA board of directors approved a budget which accounted for Janus losses and assumed no membership growth until we completed our “We are ONA” campaign. This conservative approach coupled with the success of “We are ONA” is expected to give us a positive financial margin and opportunities to reinvest in our members, staff and organization.

The Oregon Nurses Foundation (ONF) and Oregon Continuing Education Activities for Nurses (OCEAN) now have dedicated staff and are charged with becoming ‘budget neutral’ by 2020. As they become financially stable, more resources will be available for additional work.

Our headquarters building—Aspen Place in Tualatin—is also a new income generator as we have successfully leased enough office space to move into the black.

# Supporting our People and Culture

Our work to create more equity in decision making and strengthen connections between departments has started to shift our culture and improve staff morale.

The staff closest to the work now lead first round interviews for all new ONA job positions. The hiring manager and member leaders meet the candidates for second round interviews based on staff's recommendations.

Enterprise-wide efforts like ONA's Convention, improving our member services department, and upgrading our membership database are now

common. These 90-day project workgroups include staff from every department.

All-staff meetings are more energetic and occasionally jointly-planned with staff. In 2018, we had our first staff retreat with the Center for Equity and Inclusion.

ONA staff are also encouraged to participate in a "fun day" activity about once a quarter such as the Halloween bus, roller derby and summer staff picnic.

## ONA Staff by the Numbers

Twelve new hires were made in 2018 including Director of Government Relations, Chief Operating Officer, Financial Controller, labor reps, member services specialist, program support and an IT specialist.

51

Staff Members

45

Full-Time

6

Part-Time

## Meet Some of the New ONA Staff



**Deborah Riddick**

Director of Government Relations



**Judith Woodruff**

ONF Development Director



**Theresa Long**

ONA Financial Controller



**Randy Schermer**

IT Specialist



**Michael Coutley**

Labor Representative



**Renee Ruiz**

Labor Representative



**Eloise Bacher**

Membership Development Specialist

# Strengthening Our Visibility and Influence

ONA was critical in defeating ballot measure 101, which would have defunded health care for more than 100,000 individuals on the Oregon Health Plan. We were not able to pass the HOPE amendment to define health care as a fundamental human right, however, we hosted a state legislative workgroup which will propose legislation to make the Oregon Health Plan and coordinated care organization (CCO) model the building block for an Oregon Public Option.

The 2018 election cycle was a massive success in terms of results and member participation. Thanks to the work of our

members, we have a supportive governor and strong pro-nurse majorities in both legislative chambers.

In 2018, ONA nurses were featured prominently in nearly every significant Oregon media market and our work earned recognition in many national outlets including the New York Times, NPR, U.S. News and World Report, Nurse.com, Modern Healthcare, Medpage Today, HealthLeaders, Fierce Healthcare, Becker's Hospital Review, and publications from AARP, the American Nurses Association, AFT, and the American Association of Nurse Practitioners, among others.

342

Campaign shifts

104

ONA nurses and staff volunteered during 2018 general election cycle

1

Oregon's first nurse practitioner elected to the legislature, ONA and NPO leader Rachel Prusak



ONA nurses performed 342 campaign shifts during the 2018 election cycle, including canvassing for Rachel Prusak, MSN, APRN, FNP, for state representative.



More than 250 nurses, doctors, caregivers, teachers, labor leaders and other community members participated in an informational picket outside Providence Medford Medical Center April 10, 2018. The bargaining team won a tentative agreement on May 18, 2018.

## Organize Our Members

ONA labor staff continue to build a broad network of bargaining unit stewards and activists. This commitment to building strong bargaining units has increased our power to influence staffing committees, block management proposals, win better contracts and create stronger connections between rank and file members and their local leaders. Where we have challenges—like the campaign to decertify ONA at Legacy Silverton—we’ve come together to support local member leaders and create stronger bargaining units. We ultimately defeated the decertification nearly 2 to 1.

ONA members successfully voted to ratify 11 new contract agreements in 2018, winning historic agreements to support new break relief programs, establish shared governance committees, limit patient

appointments for nurse practitioners and physician assistants, and give nurses a stronger voice in everything from training and floating standards to wages and health insurance.

We were also instrumental in helping the nation’s only hospitalist union, the Pacific Northwest Hospital Medicine Association (PNWHMA) win their second contract at PeaceHealth Sacred Heart Medical Center in Eugene.

ONA will continue to grow in 2019 by organizing new facilities. Additionally, we are working with our new Allied Health Worker special interest group to welcome new health care professionals into ONA in areas where there is mutual interest in wall-to-wall representation.

# ONA Upcoming Campaigns

Jan  
-  
Feb  
14

"We are ONA"  
Campaign



Feb  
2019  
-  
Sept  
2020

Equity and  
Inclusion Training

Feb  
-  
June

Legislative  
Session



May  
-  
July

90-Day Project  
Workgroup –  
Program Assistant Pool

Aug  
-  
Dec

Safe Nurse  
Staffing Task Force



# ONA 2019 Calendar

## Events

<b>Feb 5</b>	ONA Nurse Lobby Day, Salem
<b>April 6</b>	9th Annual NPO Pharmacology Conference, Clackamas
<b>April 10-11</b>	ONA Bargaining Unit Leadership Conference, Portland
<b>April 13-14</b>	ONA Nurse Leadership Institute Graduation
<b>April 25-27</b>	AFT Professional Issues Conference, Washington DC
<b>April 28</b>	ONF Honors Exceptional Resilience in Nurse Leadership, Lake Oswego
<b>June 19-21</b>	ANA Membership Assembly, Washington DC
<b>Aug TBD</b>	ONA Member-Leadership Assembly
<b>Aug TBD</b>	ONA Staffing Summit
<b>Sept 19-22</b>	Oregon AFL-CIO Convention, Seaside
<b>Oct 16-19</b>	42nd Annual NPO Education Conference, Eugene

## Governance

- Feb. 4 Board of Directors Meeting in Salem
- March 4 Cabinet on Nursing Practice and Research/  
Cabinet on Human Rights and Ethics
- March 5 Oregon Nurses Foundation Board
- March 8 Cabinet on Health Policy
- March 14 Cabinet on Education
- April 8-9 Cabinet on Economics & General Welfare
- April 12 Cabinet on Health Policy
- April 20 NPO Quarterly Meeting
- May 10 Cabinet on Health Policy
- June 3 Cabinet on Nursing Practice and Research/  
Cabinet on Human Rights and Ethics
- June 5 Oregon Nurses Foundation Board
- June 6 Cabinet on Education
- June 13-14 Cabinet on Economics & General Welfare
- June 14 Board of Directors Meeting
- June 14 Cabinet on Health Policy
- July 12 Cabinet on Health Policy
- July 13 NPO Quarterly Meeting
- Aug. 9 Cabinet on Health Policy
- Sept. 3 Cabinet on Nursing Practice and Research/  
Cabinet on Human Rights and Ethics
- Sept. 4 Oregon Nurses Foundation Board
- Sept. 12 Cabinet on Education
- Sept. 12-13 Cabinet on Economics & General Welfare
- Sept. 13 Cabinet on Health Policy
- Sept. 27 Board of Directors Meeting
- Oct. 11 Cabinet on Health Policy
- Nov. 8 Cabinet on Health Policy
- Dec. 5-6 Cabinet on Economics & General Welfare
- Dec. 6 Board of Directors Meeting
- Dec. 13 Cabinet on Health Policy

All event and meeting dates and subject to change. Visit [www.OregonRN.org](http://www.OregonRN.org) for details and updates.



**ONANA**

Oregon  
Nurses  
Association

**Voice of Oregon Nurses Since 1904**