

**ONA/GRH
Executive Committee**

President:

Molly Gornowicz, RN,
ICU/CCU

Vice President:

Autumn Strand, RN, ED

Secretary/Treasurer:

Bill Leary, RN, PACU

Grievance Chair:

Karmin Maher-Hasse, RN, ICU

Membership Chair:

Sarah Welley, RN, FBC

PNCC Chair:

Debbie Wright, RN, Surgical

Unit Stewards

Med Surg - Klean Boltz, RN

FBC - Emily Wheeler, RN

ED - Anita DeLint, RN

Surgical Services -

Corky Gillies, RN

CCU - Molly Gornowicz, RN

**ONA/GRH
LABOR REPRESENTATIVE**

Jessica Barnes

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(541) 656-6624

GHR CONTRACT

**Work Safe
Not Sick**

HB 3016 Signed into Law

We've seen Oregon hospitals fail to staff properly throughout the COVID-19 pandemic. That's why ONA advocated for House Bill 3016 (HB 3016) which the Oregon Senate passed in June. The bill, now signed into law by the governor, ensures hospitals have to honor frontline nurses' voices and safe staffing plans by setting reasonable limits on how long staffing plans can be suspended during emergencies, including pandemics like COVID-19. The bill helps support nurses so we can get back to the table to create

emergency safe staffing plans; a key issue nurses fought for during the early months of the pandemic. Thank you to everyone who helped advocate for this important legislation to protect nurses and our patients!



Know Your Contract, Article 6 – Earned Leave

6.1 Definition. The Hospital uses a system called “earned leave”, which combines paid time off for vacation, sickness, and holidays. Earned leave hours accrued are based on hours compensated including regular hours, overtime hours, callback, earned leave, on-call hours (due to low census), house convenience hours, education hours, during periods of jury duty and paid authorized leaves to a maximum of 2080 hours in a fiscal year. Nurses may have the option to use an HC day on scheduled workdays when inclement weather prevents the nurse from reporting to work. Earned leave may be used for authorized leave, holidays, vacations, sick days, and for illness of family members. Earned leave will be paid at the nurse's regular rate of pay including applicable shift differential.

6.2 Eligibility. All regular full-time and regular part-time employees who have completed their introductory period of ninety (90) days shall accrue earned

leave. Casual and temporary nurses do not accrue earned leave. Employees with longer years of continuous employment accrue at a faster rate as provided for under Section 6.6.

6.3 Limitations. The combined total of hours worked and earned leave cannot exceed the normal FTE working time in any given pay period, except for overtime hours. Earned leave may be utilized, at the nurse's option, to supplement work time lost due to low census cancellation.

6.4 The maximum number of earned leave hours a nurse may accumulate is 520 hours. Once the maximum has been reached, no further hours will accrue until the employee has taken earned leave time off.

6.5 Earned leave hours are credited starting with the first day of employment.



Steward Trainings



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.

We offer three, rotating steward trainings. Introductory steward training focuses on representing your coworkers and problem-solving workplace

issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

Introductory Steward Training

- Tuesday, September 21, 2021
- Thursday, December 9, 2021

Grievance Handling Training

- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, October 9, 2021

Building Worksite Power Training

- Saturday, August 7, 2021
- Wednesday, November 10, 2021

ONA Health Equity Conference, Aug. 5-6

ONA is proud to be at the forefront of improving diversity, equity, and inclusion practices within the nursing profession. ONA will host our first-ever Health Equity Conference, with the theme of "A Vision for Nursing and Equity," on August 5-6, 2021 in Portland.



HEALTH EQUITY CONFERENCE

Aug. 5-6, 2021 • A Vision for Equity and Nursing

Topics Include:

- The crucial role that equity can, and must, play in nursing and in ensuring health care equity for all
- The connection between nursing practice and health equity
- Identifying opportunities for nursing practice to promote greater health equity for our patients and the communities we serve
- The dual impacts on our Black, Indigenous, and people of color (BIPOC) nursing colleagues of system failures and facing bias, discrimination, and psychological trauma in the workplace
- The intersectionality of health as a commodity and its historical impacts on diverse communities
- How nurses are ideally positioned to be advocates to advance health equity
- Much more...

Continuing Education

Continuing nursing education contact hours will be available. Number TBD.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

Registration

The ONA Health Equity Conference is FREE for ONA members! To follow current COVID-19 protocols and maintain safe social distancing, we are limiting attendance at the conference, so register early to ensure you are able to attend. Register today at www.OregonRN.org.