Dear ONA Members,

We want to share some of what we’ve been working on since ratifying our new contract. Although the work of bargaining is over, we have lots of work to do to continue building our strength as a bargaining unit. Among other things, we are committed to:

- Tackling issues in an organized and united fashion;
- Providing education and empowerment through leadership opportunities; and
- Fighting back against contract violations.

We are happy to report that we, the nurses of Good Samaritan Regional Medical Center (GSRMC), are accomplishing our goals! This success is due to your continued involvement, communication and willingness to push back when the employer violates contract language (or the law). Here are some examples of how nurses in our bargaining unit have taken the lead on enforcing our new contract:

- In February 2020, Samaritan’s staffing office incorrectly interpreted the new partial request for voluntary absence (RVA) language that we bargained. Thanks to everyone who questioned this practice and reported it to ONA, we were able to take it to our labor committee meeting and alert GSRMC administration to the misinformation that was being disseminated by managers. The correct process is thus: Put in a partial RVA with your full RVA if you intend to take either.

- The GSRMC staffing office recently disseminated incorrect information about the standby process, telling nurses they had to report to work within the required 30 minutes. This is false, we specifically rejected that requirement during negotiations. We asked them to correct the misinformation and they committed to sending us an email for review prior to rolling out any new contract process.

Many nurses reported hearing rumors in February 2020 about ratio changes in their units. Thanks to quick communication, we were able to track down the source of these rumors and address them head on.

Nominations for vacant leadership and committee positions will be coming soon, so please consider getting involved - either as an elected leader, as part of a committee or as an ONA steward on your unit. Our union is only as strong as we are active in it!

—The GSRMC Leadership Team

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1-800-634-3552 within Oregon  
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Labor Representatives Flip Flop Assignments

Longtime ONA labor representative Christine Hauck has announced she will leave ONA effective July 31, 2020. After 15 years representing Samaritan nurses, she has decided to focus on pursuing another longtime interest - the field of continuing care.

Before Christine Hauck shifts out of ONA, she will take over as primary labor representative and lead negotiator for Samaritan Pacific Health Services (SPCH) and Samaritan Albany General Hospital (SAGH) as they move into bargaining. Gary Aguiar, who has been the primary labor representative at SPCH and SAGH, is our new primary labor rep at Good Samaritan Regional Medical Center (GSRMC). He’s already up and going - working with our local officers and stewards on grievances, leadership development and membership training.

Many nurses already know Gary, as he has been rounding at our facility regularly in the last few weeks. Aguiar is a seasoned union leader with five years of ONA experience. Prior to arriving at ONA, he was a professor of political science, where he was a union activist for 11 years. He is based in Eugene where he represents nurses at McKenzie-Willamette Medical Center in Springfield/Eugene (a for-profit acute care hospital with 380 nurses), Cascade Health in Eugene (a non-profit home health and hospice operation with 50 nurses) as well as Benton and Marion County public health nurses.

Since moving to Eugene, Gary has supported ONA nurse leaders in successful campaigns in many areas of the state, including:

- A nine-month community contract campaign in 2016 to recruit and retain experienced nurses at Peace Harbor in Florence. Thanks to that work, nurses at this critical access hospital are now paid the same as Sacred Heart nurses in Eugene.
- A near-tripling of the ONA membership at Sky Lakes in Klamath Falls in 2017 to win our primary contract proposals: accelerated steps, strong shared governance, and an anti-bullying provision.
- Concluded a wage reopener with seven percent pay increase over two years for Mercy nurses in Roseburg to bring them closer to market parity.
- Increased ONA membership at McKenzie-Willamette to 93 percent from 74 percent in Dec. 2015. McKenzie-Willamette now has nearly 40 stewards with at least two in every department!

At ONA, Gary has trained more than 200 stewards statewide and developed leaders who won ONA’s Upcoming PNCC and Internal Organizer Awards.

Frequently Asked Questions about Contract Implementation

**Q:** How can I verify what PTO accrual step I’m on. What do I need to do to get moved to the date of original hire with SHS and will it be retroactive?

**A:** PTO is not retroactive. You should call payroll to see what step and where you will go. Watch your accrual in Kronos to ensure it is correct.

**Q:** When will we get our retroactive pay? What pay periods (or dates) will it cover?

**A:** The employer will include retroactive pay in the regular paychecks we receive on March 7, 2020. It will include the period Sept. 30, 2019 to Feb. 16, 2020.
Frequently Asked Questions (continued from page 2)

Since retro pay will be combined with our regular paycheck, it could affect our tax bracket. Thus, our withholding for both state and federal taxes may be at a higher rate than other paychecks.

Q: Under our new contract, when must the employer release me for my meal period?

A: See page 12 of the redline ratified agreement, lines 21 – 24 (Article 5 – Hours of Work, Scheduling and Staffing), newly inserted language:

“For eight (8) hour nurses, the meal period must be started by the end of the fifth (5) hour of work. For ten (10) or twelve (12) hour nurses, the meal period must be started by the end of the sixth (6) hour of work.”

In bargaining, both parties intended the language “the fifth hour” to mean: If your shift begins at 6:45 a.m., your fifth hour begins at 10:45 a.m. Thus, your meal period should start before 11:45 a.m.

If your manager offers a different definition or some other language, refer them to their director or human resources for clarity. If you continue to get pushback, contact your local steward or officer.

Q: What happens for a late lunch or missed meal period?

A: You are required to be paid for missed meal periods. Late lunches should be grieved and reported to BOLI, if the violation continues (per language, below).

Article 5: If no meal period is provided by the Medical Center the nurse will complete the appropriate payroll notification process and will be paid for the missed meal period.

Q: If I request a full day RVA and don’t get it, do I have to go back in that day and then put in a partial RVA?

A: No, you should submit both full and partial RVA’s at the same time so you will be more likely to get one or the other.

Union Stewards

Thank you to 15 nurses who have been trained to assist other nurses as union stewards. Our ranks are growing, we added another 7 stewards who were recently trained: Amanda King, Christy Adair, Mandy Clark, Stacey Hardin, Tara Gaitaud, Terrel Ratchford and Theresa Rogers.

Stewards are the backbone of our organization; they support other nurses in our interactions with the employer. Our goal is to have a steward on every shift, every day, every unit. Stewards engage in three types of activities:

1. Explain member benefits, assist with contract interpretation;
2. Represent nurses in factfinding/investigatory meetings; and
3. Initial grievance intake, attend Step 1 meeting.

You can attend steward training with no obligation to sign up as steward. What we really want is for our members to understand the many functions and roles of ONA at GSRMC and in the state.

Steward training includes worker’s rights, ONA governance, benefits of being a union member, discipline and grievance procedures and how we build solidarity among nurses.

Come learn your rights and how we build nurse. If you’d like to know more, please reach out to any member of our executive committee or text/call Gary Aguiar, our labor representative, 503-444-0690 or email him at Aguiar@OregonRN.org.

To register for a GSRMC Know Your Rights Steward Training, one week in advance, please visit www.OregonRN.org/events and choose from the below dates and times:

Saturday, April 4, 9:30 a.m.—2:00 p.m.
Saturday, April 11, 9:30 a.m.—2:00 p.m.
Tuesday, April 14, 9:30 a.m.—2:00 p.m.
Thursday, April 30, 9:30 a.m.—2:00 p.m.
The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

**Featured Topics**
- Keynote: Healthcare Equity
- Oregon’s Hospital Nurse Staffing Law
- Supporting Individuals Experiencing Homelessness
- Caring for the Queer Community
- How to Win Organizing and Contract Campaigns
- Importance of SANEs in Response to Sexual Assault
- Developing Cultural Humility
- and more!

**Continuing Education**
Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.

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

**Registration and Fees**
Registration is open through May 1, 2020.

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Register today at [www.OregonRN.org](http://www.OregonRN.org)