Negotiation Committee Elections Are Coming!

On Friday, Sept. 8, please be on the lookout for your ballot for the negotiation committee election. A link to the confidential online ballot will be sent via email and posted on the Hood River webpage. There will be a write-in section for those who wish to run against the existing nominees, however, there can only be one representative per unit. Due to the recent bylaw change, only full members are eligible to vote.

If you are unsure of your membership status or are having trouble receiving ONA emails, contact ONA Membership Services at 503-293-0011 or memberservices@oregonrn.org.

The nominees are:

- **Elese Sewell**, Chair
  Emergency Department

- **Margo Burtchaell**
  Medical/Surgical and ICU

- **Pamela Howard**
  Family Birth

- **Brenda Ralph**
  Home Health and Hospice

On April 20, Chantal Morrison ran for the Surgical Services arena, which includes the Operations Room, PACU, Surgery, Same Day Surgery, and Infusion Services. She ran for a month and her seat was uncontested, and she will be representing this arena.

If you have any questions or concerns, please do not hesitate to contact your labor relations representative, Jocely Pitman, at pitman@oregonrn.org.

New Bylaw Amendment Unanimously Passed

On Monday, Aug. 14, we held a bargaining unit meeting. On the agenda was a vote for an amendment to our bylaws.

This amendment states that only full dues-paying members are allowed to:

- Attend and participate in bargaining unit meetings
- Nominate or vote for elected officers or committee chairs
- Vote on contract issues, proposals, and ratifications

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• Vote on changes to the bylaws
• Participate in contract bargaining surveys, the appointment and/or election of nurses to committees, and receive members-only communications

Previously, fairshare nurses were afforded all of these rights while only paying a fee for the cost of bargaining the contract, which is $14.94 less per month than the cost of full membership. Opt-out nurses never had any of these rights.

These changes were initiated to make the bargaining unit stronger and to give an incentive to membership. The membership rights changes are in alignment with ONA’s general bylaws, and the bylaws of several other hospitals we represent, including other Providence facilities.

A group of union members circulated a petition back in July in order to initiate this change. They exceeded the signature requirement needed based upon the bylaw rules. We then notified all the nurses in the bargaining unit of the vote on July 31 by sending to the emails we have on record.

At the meeting, we had a unanimous yes vote! We had a good turnout and participation despite the hospital being pretty busy that night. Thank you to everyone who came!

Bargaining Unit Members and Leaders Prepare for Bargaining

At the Aug. 14 bargaining unit meeting, several members participated in a discussion about issues that need to be addressed in bargaining. Practically every department was represented with the exception of Home Health and Hospice. We recapped the issues discussed at our May meeting and addressed new issues.

Some of those issues include, but are not limited to:

• Working through paid breaks
• Scheduling related to the master schedule rules and schedule notice
• Casual call scheduling
• ONA nurses being put on low census when agency is present
• FMLA/ OFLA denial due to low census hours not counting
• Use of sick leave
• Seniority in relation to job bidding
• The definition of variable
• PTO approval window is not defined
• Last minute shift fill procedure

Be on the lookout for the bargaining survey, which should arrive in your email by Sept. 1.

As a reminder, due to the recent bylaw changes, only members can participate in the survey.