Vacation Approval Update

We got a lot of feedback about vacation requests only being granted to nurses when they had the actual time in their banks. Several of you pointed out that you use your vacation to shore up income during times of low census or that you take vacation and then quickly request the next one in advance of when you might like to be off work.

We are happy to report that we have worked out a way with Providence Hood River Memorial Hospital (HRM) to have Paid Time Off (PTO) vacation approved for nurses who might not have the time in their banks at the point of request but are likely to have enough PTO accrued at the point they want to take their actual vacation. A copy of the form that the HRM will ask us to use when a nurse needs an exception is provided on page two of this newsletter.

Per the new contract, vacation requests will be granted on a first come first serve basis, but the exception form will allow an employee to request vacation time even when at the point of the request they do not technically have enough vacation time accrued.

Hopefully, this approach will work for all of us as well as for HRM. We think as long as we don’t “game” the system and have nurses taking a lot of unpaid vacations, this form should allow nurses to get the time off they want and are likely to have.

Printed Contracts Are Coming in September

On Tuesday, Sept. 11 Oregon Nurses Association (ONA) labor representatives Karyl Edwards and Rob Nosse will be at HRM to help conduct bargaining team elections and pass out the printed contract to members.

Please plan to come by the Board Room anytime between 3:00 and 8:30 p.m. to vote for the next bargaining team and get a printed copy of the contract.

We will also highlight some of the important changes that were made.
Bargaining Team Election Update

Nominations for being on the ONA bargaining team and serving as an officer were due on August 6, 2018. At this time the following nurses are willing to run and serve if elected.

- Paula Chakowski from the Emergency Department
- Tina Jorgensen from Surgical Services
- Pam Howard from the Family Birth Unit.

No one has yet stepped up to run/serve from the Home Health and Hospice unit but there is still time if you are interested in running. Talk with Brenda Ralph about what it is like and the time commitment. Two nurses are running for the ACU/ICU position: Margo Burtchall and Brittney Foss. The bylaws require us to post the names of the nominees 14 days before the election and give 30 days’ notice of when the vote will occur. This newsletter serves as notice of the candidates and the election which is scheduled for Tuesday, Sept. 11, 2018.

Karly Edwards Our New ONA Labor Representative

Karly Edwards has a long track record of advocating for workers in the labor movement. Locally, Karly has successfully led a union local, a non-profit, and a minor political party. Karly has proven her ability to excel in high intensity, results focused, make or break campaigns that end in success, as well as maintaining strong working relationships with industry and business partners. Karly is most proud of working with community, business and legislative partners to help pass Oregon’s Fair Work Week legislation, as well as the revitalization of her union local at UNITE HERE. Personally, she is very proud of being a 2009 Portland Marathon finisher. When not engaged in issue organizing or campaign work, Karly often has her nose in a book, or enjoys spending time cuddling her dog Bruce, cat Reese, and husband Justin while watching Bob’s Burgers or reruns of Seinfeld. She is also pretty good at a few karaoke songs.