Are You Getting all of Your Differential Pay?

All nurses should be checking their paychecks to make sure they are receiving all of their differentials, certification, bachelor of nursing (BSN) and preceptor pay. With the change to PeopleSoft, each differential should be identified per line item, on your paycheck. You must provide a copy of your degree or certification to human resources (HR) in order to receive the pay.

This also includes re-certification - you must, per the contract, provide HR a copy of the re-certification, within three months.

When you turn in copies of your certification or degrees, make sure to get a copy that is initialed and date stamped by HR. This is your proof that you turned it in and HR received the information.

It’s Time to Nominate Leadership

- Lebanon Community (SLCH)
- Albany General (SAGH)
- Pacific Communities (SPCH)

All three hospitals will be open for nomination of officers on January 2, 2014. Nominations will remain open until January 23, 2014. Nurses must be ONA members in good standing to run for an elected position.

We need nurses from every unit and would like a good cross between nurses working days and nights. You can nominate yourself or you may nominate another nurse. Nominated nurses must be ONA members in good standing in and complete the consent to serve form (which can be found at the bottom of the nomination form) in order to run for elected office. Should we have more nurses running than seats, there will be an election in the month of February, dates to be announced.

All nominations need to be received at the ONA office by January 23, 2013 at 4 pm. You may fax (503.293.0013) to ONA, attention Christine Hauck.

Who’s on Deck for Bargaining?

SAGH and SPCH

This is the time to start thinking about issues and concerns during the past two years, that you want your bargaining team to address. The pre-negotiation surveys are in the beginning stages of being put together.

Once the team is elected and the survey finalized, it will be posted online for you to complete. Stay tuned!

CHECK OUT ONA ONLINE

Facebook—https://www.facebook.com/OregonNursesAssociation
Nursing Again Named Most Honest and Ethical

*Just In:* According to the 2013 Gallup Poll of Honesty and Ethics, nursing topped the list, *for the twelfth straight year, as the most ethical and honest profession in America.*

This year, 82 percent of Americans rated nurses’ honesty and ethical standards as “very high” or “high,” *a full twelve percentage points above any other profession.*

“Nurses are on the front lines of health care. We advocate on patients’ behalf whether we are at the bedside or in the boardroom,” said American Nurses Association President Karen A. Daley, PhD, RN, FAAN.”

“Patients understand that nurses are committed to improving the quality of their care, and this poll reflects the high regard they have for the profession.”

A New Program in Oregon

Next time you’re in the exam room with a low income patient, reach for this number.

Four out of Five Americans will face poverty or job loss at some point in their lives – and many will end up in your office. With a down economy, helping patients navigate the social service necessities of health is as much a part of the job as tending to physical health.

There are nonprofit and public services available to help but people don’t know how to access them or that they exist at all. That’s where the local nonprofit 211info comes in.

211info refers thousands of Oregon families (or people calling on their behalf) to basic needs programs like rent assistance and food pantries to keep them going. Just dial 2-1-1 toll-free (like 9-1-1), visit 211info.org or text your zip code to 898211 to find out what services can help. 211info is open Monday – Friday, 8 a.m. to 6 p.m. everywhere in Oregon and can even answer calls in 150 different languages.

When your patients’ needs go beyond health care, make sure you remember 211info.

Where are the Contracts?

Good Samaritan Regional Medical Center (GSRMC) and Samaritan Lebanon Community Hospital (SLCH) contracts have been signed and are at the printing house.

- We expect them to arrive within the next two weeks.
- We will send out an announcement, when they are arriving so you can pick up your copy.

ONA Unit Representative Training

- Do you want to learn your contract?
- Do you want to be able to represent a co-worker in a meeting?
- Do you just want to learn for your own knowledge?

ONA will have a unit representative training in February.

*February 22, 2014*

9:30 a.m. to 4 p.m., in GSM, Conference Room A

Registration will open after January 23, 2014. Mark your calendar and request the day off.
November 14 and 15 the ONA Professional Services Department and the Oregon Nurse Staffing Collaborative presented the Value-Based Nurse Staffing Conference in Bend, Oregon.

The 2-day conference was developed to increase nurse’s knowledge of the staffing law as well as the unique process that was created by ONA and Oregon’s nurses to ensure safe staffing levels are met.

Nurses from all over Oregon attended the conference. Attendees came from up and down I-5, Southern Oregon to Portland, the Oregon Coast and Central Oregon. Each came to increase her knowledge and understand the impact of the Oregon staffing law on the staffing plans at different facilities. Attendees at the conference were provided with documents as valuable resources to use in helping to develop and strengthen staffing committees at their facilities.

Guest speakers Wendy Edwards and Chris Campbell from the Health Care Regulation and Quality Improvement Department of Oregon provided details on how, as surveyors, they help support the nurse staffing law. They were kind enough to provide a copy of the tool that they use to help guide them through a survey of a facility.

A panel of both nursing executives and staff nurses working on staffing committees was opened for questions. The panel addressed both areas that were successes and struggles at various facilities. Difficult subjects were broached including how to change the environment at a facility to be one of interest and trust from intimidation and fear, when nurses are reporting staffing concerns with the Staffing Request and Documentation Form (SRDF).

One of the key messages emphasized, over and over again, was that nurses must be able to confidently use data to support staffing decisions that will create a safe environment for quality, safe patient care.

Nurses are a vital part of the staffing decision because we are the patients’ advocate. We must ensure their safe journey through our health care systems.

Sign up Today to Keep Oregon Working!

Now more than ever, nurses need to come together. Over the past few years, nurses have seen corporations across the US grab record profits by cutting workers’ wages, benefits and hours. Now out-of-state corporate interests and billionaires like the Koch Brothers are pushing Bill Sizemore’s old ideas back onto Oregon’s ballot.

In 2014, anti-worker ballot measures that would hurt nurses’ ability to advocate for safe staffing levels, safe working conditions and modern equipment will likely appear on Oregon’s ballot. Learn more: Join Keep Oregon Working on Facebook NOW! (Link to: https://www.facebook.com/keeporegonworking).

ONA has joined the Keep Oregon Working coalition to fight these harmful anti-worker measures and ensure that Oregon’s nurses can continue to have a voice in the workplace and join together to negotiate for better safety for nurses and patients.

Join ONA to stand up for Oregon’s workers and stay informed about anti-worker ballot measures by visiting Keep Oregon Working’s Facebook page and clicking ‘Like’ today. (Link to: https://www.facebook.com/keeporegonworking)

Flu Season is Here, Time to Get Vaccinated!

The Oregon Nurses Association (ONA) believes that all nurses and other health care workers should be vaccinated against seasonal influenza. Vaccination is a key method of protecting health care workers from influenza and helping to prevent the spread of influenza among patients and the public.

ONA encourages nurses to be vaccinated and is working to provide education to Oregon’s nursing professionals and student nurses and assist them in making informed choices about receiving annual influenza vaccines.

However, ONA opposes requiring influenza vaccinations of nurses and other health care workers as a condition of employment. Rather, education and access to vaccinations, when combined with other methods to prevent influenza transmission, are sufficient and effective in protecting patients and workers.

You can learn more about ONA’s position on seasonal influenza vaccination for health care workers, and find resources from the Centers for Disease Control, the American Nurses Association and the state of Oregon regarding the upcoming flu season at ONA’s Flu Resource Center on the front page of the ONA website, www.OregonRN.org
Oregon Labor Candidate School Comes to Eugene

Are You Ready to Run for Public Office?
Oregon needs nurses in leadership positions who can advocate for working Oregonians, listen effectively and work with others to improve their communities. If that description sounds like you, then apply for the Oregon Labor Candidate School’s (OLCS) Eugene/Springfield classes today and learn how you can run for, and win elected office.

OLCS training gives you the opportunity to meet with elected officials and learn the skills necessary to successfully run for office, including community organizing, fundraising, attracting endorsements and more.

Just last year, more than a dozen of your fellow union members, including members of ONA, were elected to their local school boards, city councils and Oregon’s State Legislature.

Apply online today and join nurses and labor leaders in your area who are committed to improving their communities through public service. (http://www.oregonlaborcandidateschool.org/)

OLCS’s three-part training in Eugene/Springfield will take place from 9 a.m. to 5 p.m. on January 25, February 22 and March 22, 2014. OLCS is free to attend.

Contact Sarah at Baessler@oregonrn.org for more information.

Put Your Leadership into Action!
Serve in an ONA Elected Position

ONA will be conducting statewide elections for officers and cabinet members. The ONA Nominating Committee is currently soliciting ONA members and leaders to self-nominate for openings. The deadline for self-announcement is January 17, 2014.

Elections open on February 3, 2014 and close on March 7, 2014. Any member who is interested should be encouraged to self-announce their candidacy.

Online forms are available on the website. Kathy Gannett is the committee staff person and will assist nurses in completing the process.

Should a nurse wish to speak to a committee member about the various open positions and their duties, or about the nomination/election process in general, please contact Diane Hedrick at dhedrick@eoni.com. Job descriptions for the open positions which provide duties and responsibilities are available online.

The following open positions are up for election.

- President
- Secretary
- Director (4)
- Cabinet on Health Policy (1)
- Cabinet on Education (4)
- Cabinet on Nursing Practice & Research (1)
- Cabinet on Economic & General Welfare (1)
- Nominating Committee (3)
- Elections Committee (3)
- American Nurses Association (ANA) Delegates (2)
- National Federation of Nurses (NFN) Delegates (3)
- NFN Director (1)
- American Federation of Teachers (AFT) Delegates

The last day to self-announce candidacy is January 17, 2014. Interested members must complete a consent to serve (CTS) form and submit a current resume. The CTS form is available online at http://www.oregonrn.org/displayemailforms.cfm?emailformnbr=195451.
Please submit any nominations and a consent to serve form to: Christine Hauck, hauck@oregonrn.org or fax to: 503-293-0013, Attn: Christine

Chair: ____________________________ (Write in)

Vice Chair: ________________________ (Write in)

Membership Committee Chair: ____________________________ (Write in)

Secretary / Treasurer: ____________________________ (Write in)

Grievance Chair: __________________ (Write in)

Please select the hospital you work at:

- [x] Lebanon Community SLCH
- [x] Albany General (SAGH)
- [ ] Pacific Communities (SPCH)

**CONSENT TO RUN AND SERVE**

If, nominated, I consent to run, and if elected, I consent to serve, for the following offices:

__________________________ (List all that apply)

Print Name ____________________________ Signature ____________________________ Date ____________________________