The Union Difference

Working for Fairness in Wage Increases

Your bargaining unit and Lake District Hospital (LDH) have come to an agreement on a Letter of Understanding (LOA) to settle a grievance regarding step increases being held up due to overdue annual evaluations. Please see the LOA on the ONA/LDH bargaining unit webpage at www.OregonRN.org/67. The LOA will remain on ONA/LDH website for reference.

What this LOA means:

- All currently overdue steps will be paid out without needing your annual review to take place. The timing of these payments will not be immediate, as payroll needs time to make the calculations. The intent is not to delay but make sure payments are accurate. From LDH management: “…[O]nce the LOA is signed by all parties, the hospital HR and payroll will need at least an additional pay period to calculate the increases and back pay before the increases will be received by all the effected RNs in their paychecks.”

- In the future, all annual step increases will take place even if there has not been an annual review, as long as the review is not unsatisfactory. This has been past practice, but to all parties knowledge, this has never taken place. ONA has asked that a clear definition of unsatisfactory be created and explained to staff so that all nurses understand the expectations. ONA has also made clear that should any nurse find themselves receiving this poor evaluation, it should not be a surprise, as the nurse has been made aware of any issues with progressive discipline and due process.

- It is clearly understood by all parties present that in no way does this agreement replace due process or progressive discipline.

- After all overdue step increase retro payments have been paid out, going forward a nurse without an unsatisfactory evaluation should expect their step increase on the first day of the pay period immediately following their anniversary.
JOIN ONA

Become an ONA member today! If you aren’t already an ONA member, sign up now. High membership at Lake District Hospital make negotiations, like the one we just achieved for fair wage increases, happen!

www.OregonRN.org/apply

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. 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 is open through May 1, 2020.

Register today at www.OregonRN.org

Bring Your Voice to the ONA House of Delegates

Your voice matters. Be part of ONA’s primary governing body, the House of Delegates (HOD). As a delegate you will discuss and vote on resolutions, amendments and other initiatives that will determine ONA’s direction.

Bring your perspective and join us at the 2020 House of Delegates on May 19 in Portland.

Visit www.OregonRN.org/Delegate for more information and to complete your delegate nomination form.

Questions about statewide offices or delegates? Email or call ONA Chief of Staff Whitney Wong at Wong@OregonRN.org or 503-293-0011 ext. 1325.

Visit www.OregonRN.org/Delegate to learn more