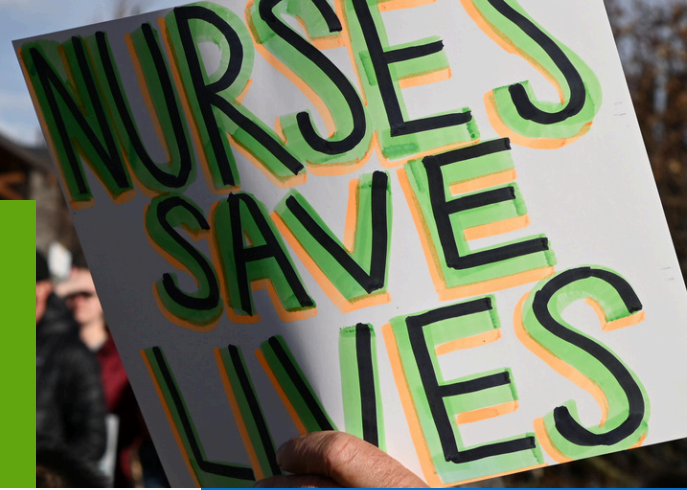


ADVENTIST COLUMBIA GORGE (MCMC) NEWSLETTER

Feb. 12, 2025



COMING SOON: PRINTED CONTRACTS

When ONA has them ready we will get them distributed ASAP. For now please reference the redline document online on our ONA website (www.oregonrn.org/mcmc).

The online document is a great tool. You can search for words or phrases you need information or clarification on.



bit.ly/3WYl65b

PAY STEPS CORRECTED

Many of you have expressed positive outcomes in getting your pay step for years of service corrected which was great to hear. Although for a few of you it took several emails/conversations to get your step clarified, I'm hopeful going forward taking the time to get these corrected will make step placement much easier to follow and remain transparent.

FLOATING

A team of nurses will be meeting with management leadership Feb. 27 to work through floating language implementation.

- Jessica Short (ER)
- Jolene Bird (SDS)
- Alison Issac (OB)
- Suzie Samuels (ICU)
- Athena Miller/Melissa Robles (AC)
- Brant Schwartz/Jessie Ziegler (SURGERY)
- Hillary Julian (PACU)

If you have feedback please email Becky at routsor@ah.org

PAY FOR BENEFIT OPT-OUT

For those of you who are benefit eligible but declined medical, vision, dental, your next check should be when you see your "pay in lieu" on your pay statement. One-hundred and twenty five dollars (\$125) for part-time benefit eligible and two-hundred and fifty dollars (\$250) for full-time. If you anticipate receiving this benefit but do not see it on your pay statement email Becky at routsor@ah.org and create a ticket with your request for compensation in the AH system.

LEADERSHIP AND INFORMATION

Executive Committee

Chair: Becky Rouston

Vice Chair: Melissa Roblos

Secretary: Carla Barajas

Treasurer: Sandra Leon

Grievance Chair: Jeri Jablonski

Membership Chair: Larena Braseth

Staffing/PNCC Chair:

Cori Christensen

Bargaining Team

Sandra Leon

Larena Braseth

Jeri Jablonski

Tia Larson

Melissa Robles

Crisi Lee

Becky Rouston

Labor Representative

Jocelyn Pitman

(503) 293 - 0011 x 1320

Pitman@OregonRN.org



Become a member!

Elections

To learn more about elections, please refer to Article 5 in our bylaws by scanning the QR code to the right, or clicking the link: bit.ly/4gHyYrn. We intend to have a survey sent via email to enlist nominations for the upcoming coming election. We strongly encourage every member to consider serving a term on leadership. It's a great way to get to know other nurses not on your home unit and understand your contract better. A diversity in leadership helps promote a strong healthy union. If you know someone you think would be a great ONA leader please chat with them and ask if they consent to being a nominee.

Adventist Columbia Gorge Bylaws



bit.ly/4gHyYrn

Article 5: Nominations and Elections of Officers, Delegates and Negotiating Committee

Nominations -

- At least thirty (30) days prior to an election, members in good standing will submit in writing names of candidates for elective officers and delegates to the Secretary of the Executive Committee.
- The Secretary of the Executive Committee or Membership Chair will verify that all nominees are in good standing.
- The Secretary of the Executive Committee will confirm that the nominees have consented to serve.
- The Secretary of the Executive Committee will work with ONA staff to construct a ballot reflecting the nominees who are in good standing and otherwise meet all established qualifications.
- Members are eligible to serve in only one Executive Committee office.
- The Secretary of the Executive Committee will post in conspicuous locations and mail and/or e-mail a list of all candidates to the membership at least fourteen (14) calendar days in advance of the elections.
- At the discretion of the Executive Committee, where only one qualified candidate is nominated for a position, an election will not occur for that position, and the single qualified candidate will be awarded the position.

Elections -

- Elections for the Executive Committee will be held three months after the conclusion of negotiations and ratification of the successor contract.
- Length of time in office shall be the term of the contract.
- Voting shall be by secret ballots of the members in good standing as verified by the Secretary of the Executive Committee.
- A cumulative majority vote by secret ballot of the members in good standing shall decide the issue. Only those members present may vote and there shall be no proxy voting.
- Elections must be announced in writing at least 7 days prior to the meeting.
- Nothing contained herein shall preclude the Executive Committee in the exercise of its discretion, from directing that the election be conducted by mail ballot, e-mail or absentee after appropriate notice and with safeguards for preserving the secrecy of the balloting.
- In case of a dispute on voting eligibility, such individuals will be allowed to vote, but their ballots will be set aside and uncounted until membership eligibility can be determined. Under no circumstances will the outcome of the election be delayed for longer than seven (7) days.
- A tie in an election of a member of the Executive Committee will be decided by lot.

Special Elections - If both the Chairperson and Vice-Chair positions are vacated, then a special election will be held to elect individuals who will finish out the terms. Nominations will be taken pursuant to Article 5.1 and elections will be held pursuant to Articles 5.2

New Bill Alert:

Closing Loopholes in Oregon's Pay-Per-Visit Law

As many home health & hospice nurses know, you cannot be compensated on a pay-per-visit basis. This was first established in 2009, and you can see the statute at [ORS 652.260](#).

However, this law left some loopholes: first, it leaves out ONA-represented clinicians working in home health or hospice, such as occupational therapists, physical therapists, social workers and others. Secondly, the definition of “pay per visit,” as outlined in the law, has not stopped management from setting increasingly unrealistic productivity expectations, and disciplining workers when they cannot meet them.

This bill does two things in order to close these loopholes:

- It adds all home health and hospice workers to the existing statutes prohibiting home health & hospice nurses from being paid per visit.
- It expands the definition of “pay per visit” to include any condition of employment that directly or indirectly relates to the number of patients cared for (IE: productivity metrics).

This bill will better allow you to spend the time you need with your patients, without the fear that not meeting productivity metrics will result in discipline or a negative impact on your income. We believe it will support high-quality patient care, while reducing moral injury and burnout."

If you would like to learn more, or get involved, please reach out to ONA political organizer, Emerson Hamlin, at hamlin@oregonrn.org, or (503) 901-1305.

