Over the last few months, our McKenzie Willamette Medical Center (MCW) Oregon Nurses Association (ONA) executive committee has reviewed our local bargaining unit finances to be fiscally prudent and responsible. Our local treasury is separate from the state ONA finances, which are the bulk of what we pay each month to ONA. Of the $90.79 dues we pay monthly, only $1.00 currently goes to our local bargaining unit treasury. The remainder ($89.79) goes to ONA's statewide budget, which is determined by the Board of Directors, a board of nurses elected and appointed by nurses.

The statewide budget covers everything from staff resources, to national affiliations like ANA and AFT, to governmental advocacy and much more. These state dues and expenditures are reported in detail pages 4 and 5 of this newsletter.

### MCW Local Bargaining Unit Budget Approved:

Below is the budget for our ONA/MCW bargaining unit from fiscal year (FY) 2016/2017 through FY 2020/2021. Both 2016/2017 and 2020/2021 show increased expenses due to contract bargaining taking place during those FYs.

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monthly Dues Rate</td>
<td>$1.00</td>
<td>$2.00</td>
<td>$2.00</td>
<td>$2.00</td>
</tr>
<tr>
<td># of Members</td>
<td>256</td>
<td>279</td>
<td>289</td>
<td>289</td>
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<tr>
<td>Total Annual Dues</td>
<td>$3,072.00</td>
<td>$6,696.00</td>
<td>$6,936.00</td>
<td>$6,936.00</td>
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<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conventions/</td>
<td>$1,202.94</td>
<td>$1,200.00</td>
<td>$1,200.00</td>
<td>$1,200.00</td>
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<tr>
<td>Bargaining Team</td>
<td>$2,399.96</td>
<td></td>
<td>$3,000.00</td>
<td></td>
</tr>
<tr>
<td>Negotiating</td>
<td></td>
<td></td>
<td>$600.00</td>
<td></td>
</tr>
<tr>
<td>Meals/Coffee/</td>
<td>$859.78</td>
<td>$1,000.00</td>
<td>$1,000.00</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Nurses’ Week</td>
<td>$1,019.55</td>
<td>$1,000.00</td>
<td>$1,000.00</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Other (wrist bands, buttons)</td>
<td>$897.19</td>
<td>$400.00</td>
<td>$400.00</td>
<td>$400.00</td>
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<tr>
<td>New Hire Meals/</td>
<td>$300.00</td>
<td>$300.00</td>
<td></td>
<td>$300.00</td>
</tr>
<tr>
<td><strong>Total Annual</strong></td>
<td>$6,379.42</td>
<td>$3,900.00</td>
<td>$3,900.00</td>
<td>$7,500.00</td>
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<tr>
<td><strong>Profit (Loss)</strong></td>
<td>-$3,307.42</td>
<td>$2,796.00</td>
<td>$3,036.00</td>
<td>-$564.00</td>
</tr>
<tr>
<td><strong>Fund Balance</strong></td>
<td>$11,686.56</td>
<td>$8,379.14</td>
<td>$11,175.14</td>
<td>$14,211.14</td>
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<tr>
<td><strong>Funds at end of FY</strong></td>
<td>$8,379.14</td>
<td>$11,175.14</td>
<td>$14,211.14</td>
<td>$13,647.14</td>
</tr>
</tbody>
</table>
On June 30, 2017, our local bargaining unit treasury at McKenzie Willamette has a reserve of $8,379.14, which is generated by the $1.00 local monthly dues paid by each ONA member at MCW. These funds have accumulated over many years as a reserve by our local executive committee. Our past leaders grew this reserve so that future leaders would have funds available as needed to engage in large job actions.

In our last bargaining cycle, we incurred more costs than usual to support our successful bargaining round, which partially depleted our reserve, which was more than $11,000. You may recall we bought buttons and large posters. If we continue spending at this rate with the same revenue stream, our reserve would evaporate in two more bargaining cycles (i.e., about six years from now).

Thus, our local executive committee decided to institute cost cutting measures. First, they examined spending for the executive committee and other leadership meetings. In the past, someone purchased food from the grocery store or we met at a restaurant for a meal, and those costs were reimbursed from our local treasury. Instead, our executive committee decided to forgo ONA purchases of meals for our leaders, even though they donate significant amount of time each month to ONA activities. Instead, they take turns providing food or pay out of their own pockets. (The budget still provides for lunch for steward training and—a new item—a small inexpensive breakfast for new hires.)

Moreover, the new budget limits costs for nurses’ week celebration. You may recall last year, we purchased the green, plastic mugs for each nurse. In the past, some units brought food for each shift. The new budget limits total nurses’ week costs to $1,000 or approximately $3 per nurse.

However, our executive committee decided to continue to pay a $600 stipend to each of our negotiators after each bargaining cycle. Even with the paid time off (PTO) that other nurses generously donate, our bargaining team typically use more PTO to attend bargaining sessions than transferred to them. This one-time $600 stipend, the equivalent of a 12-hour shift, softens the blow a bit.

Together, these changes still left a structural deficit over the course of each bargaining cycle. In essence, we would be spending approximately $4,000 more in each three-year bargaining rounds than revenues (i.e., local dues) would cover. By 2024, our reserves would be nearly exhausted.

To prevent this from happening, our executive committee explored options to increase revenue. In November, they decided to propose an increase of local dues to $2.00 per month, beginning in July 2018. Since we began functioning as a local bargaining unit in the late 1970s, our local dues have remained stagnant at $1.00. According to one respected source, inflation has nearly tripled since 1980. The American Institute for Economic Research reports that $1.00 in 1980 would be worth $2.98 in 2017. (See https://www.aier.org/cost/living-calculator)

Moreover, ONA bargainers have succeeded in increasing nurses’ wages substantially over the last several contracts. In 2002 (the earliest contract extant in ONA archives), a step 1 twelve-hour RN at MCW earned
LOCAL BARGAINING UNIT BUDGET APPROVED
(continued from page 2)

$23.22. Today, a similarly-situated nurse earns $38.21 in 2018, which represents a wage increase of nearly $15 (a 65% increase) over the last 15 years.

Our executive committee voted unanimously to recommend the increase of our local dues to $2.00 per month, which is an additional $12.00 per year per nurse, for a total of $24 annually.

Our bylaws require approval by the state Economic and General Welfare (EGW) Cabinet before placing the proposal to a vote of our membership. We will ask that this item be placed on the EGW cabinet agenda soon. If approved, we anticipate holding a vote among ONA members at MCW in the Spring.

McKenzie Willamette bargaining unit executive committee proposes increasing our local dues to $2.00 monthly. New budget preserves our reserve fund for future job actions.

Since 1970s, local dues have been $1.00 per month. Inflation since 1980 has nearly tripled. Beginning nurses’ wages at MCW have increased by $15 since 2002.”

Our Union Stewards

Thank you to 27 nurses who have been trained to assist other nurses as union stewards. Oregon Nurses Association (ONA) stewards serve other nurses when we interact with our employer. Our ranks are growing, we have another nine members signed up for steward training to be scheduled soon. Our goal is to have a steward on every shift, every day, every unit.

You can attend steward training with no obligation to sign up as steward. What we really want is for our members to understand the many functions and roles of ONA at our hospital and in the state.

Steward training includes worker’s rights, ONA governance, benefits of being a union member, discipline and grievance procedures and how we build solidarity among nurses. Again, no obligation to serve, we want as many nurses as possible to understand how we operate.

If you decide to become a steward, that’s great! But come learn your rights and processes to include as many nurses as possible in our decisions. If you’d like to know more, please reach out to any member of our executive committee or text/call Gary Aguiar, our labor relations rep by phone 503-444-0690 or by email at Aguiar@OregonRN.org.

List of Current Union Stewards

Adult Care Medicine
Jenny Coyne, Lainey Rasmussen, Tammy Craig

Cardiovascular Intensive Care Unit
Leah Emmett, Trisha Jensen, Joseph Walch

Cardiovascular Operating Room/Cardiac Catheterization Lab
Leslie Palstring

Emergency Services
Phil Johnson, Becky Dubrasich, Crow Bolt, Rauchel Lyons

Float Pool
Shannon Carpani, Tracy Kane

Intensive Care Unit

Operating Room
Rene Riley, Rick Drayse

Post-Anesthesia Care Unit
Amy Mack, Chris Manuel

SCU
Curt Stupasky

Short Stay, Endoscopy, Pre-Admission Testing
Syndee Lytle

Women’s Health, Birth, and Children’s Center
Angie Kimani, Christine Frederick, Fie McWilliams, Candy Bigbee, Kathleen Jackson, Raelyn Radich
Oregon Nurses Association Budget
2016-2017

It costs money to operate our professional association and union in a way that yields results for our profession and our patients. We employ staff to assist us in a variety of activities. They need an office as well as materials and supplies. There is also the need for record keeping and basic administration. Here is the breakdown of how the ONA portion of your dues is spent.

**Labor:** This program is the collective bargaining part of our organization and includes contract negotiations, contract enforcement such as grievances and arbitrations, and maintaining relationships with our employers and other labor organizations.

**Professional Services:** This program handles all of the nursing practice matters within ONA. They present research, create professional development programs and provide individual practice consultations. The department administers ONA’s staffing request and documentation forms (SRDFs) and also support Professional Nursing Care Committees (PNCCs) across the state. They maintain the OCEAN online continuing education program and the ANCC accreditation approver and provider programs. They are ONA’s liaison with the Oregon State Board of Nursing (OSBN) and other nursing organizations.

**Administration:** This covers administrative expenses for membership and data base maintenance, computers for our office and staff, the mortgage on our office, and our financial and accounting systems.

**Governance:** This covers any expense related to the ONA board of directors.

**Communications:** This covers various communication processes with our members, maintenance and hosting of our website, other printed materials and communication strategy and press relations as needed.

**Government Relations:** This program reaches out to community partners, elected officials and other health care organizations advocating for the best working conditions for nurses and the very best health care for our patients.

**Legal:** This covers an attorney who reviews grievances before they are passed on to the Cabinet on E&GW as well as any legal matters related to ONA.

**Convention:** This covers the cost of ONA’s biennial convention and House of Delegates. There is no ONA Convention in 2017, so the budget allocation is $0.

### Annual ONA Budget Allocation

- **$287,132** (4.8%)
- **$532,331** (8.9%)
- **$1,563,547** (26.1%)
- **$1,563,547** (26.1%)
- **$2,232,721** (37.3%)
- **$2,232,721** (37.3%)
- **$829,261** (13.9%)
ONA Professional Union Member Dues Allocation 2016-2017

Have you ever wondered, "What do my ONA dues pay for and where does the money go?" Below you will find the breakdown of how the dues paid by a Professional Union Member are allocated. The chart does not include local bargaining unit and constituent association dues that may be applied.

**ONA:** The Oregon Nurses Association is your state nurse's professional association and union.

**AFL-CIO:** The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) is a coalition of various unions around the state and country.

**ANA:** The American Nurses Association is your professional organization at the national level in Washington D.C. ANA does a lot of work addressing nursing practice at the national level. ANA also does our federal lobbying and political work.

**NU-PAC:** The Nurses United Political Action Committee supports our organizational work involving ballot measures. NUPAC helps research the ballot measures and advises on the ones we should support or oppose, and at what level of government.

**ON-PAC:** The Oregon Nurses Political Action Committee is the direct political arm of our organization here in Oregon. Its mission is to support pro-nursing candidates running for political office, and to educate candidates and nurse members on practice issues and the ONA policy agenda.

**Organizing Fund:** This fund allows us to organize new or unrepresented nurses within current bargaining units or in non-union hospitals.

**NFN:** The National Federation of Nurses is the our national nursing union affiliate dedicated to providing better patient care. NFN works to create a strong, educated nursing workforce that can improve health care across the country.

**AFT:** The American Federation of Teachers is the largest union of professionals in the AFL-CIO and AFT Healthcare includes health professionals, including 82,000 registered nurses who work in hospitals, health centers, clinics, institutions of higher learning and public schools.

**ONA Professional Union Member Annual Dues Allocation**

*Not including local bargaining unit and constituent association dues.*
UPDATE ON MANDATORY CALL IN WHBCC
ULA Filed, Affidavits and Evidence Provided to NLRB

Our leadership is committed to being inclusive of all nurses’ voices as we seek a safer climate for patients and nurses in women’s health, birth, and child center (WHBCC). Mandatory call places nurses in dangerous situations, where they often work excessive hours or lengthy shifts. These working conditions may lead to less-than-ideal patient care. We think voluntary call allows each nurse to make decisions about what is safe for their practice.

Last month, our local leaders filed an unfair labor practice (ULP) with the National Labor Relations Board (NLRB), the federal agency charged with enforcing federal laws on collective bargaining. Our ULP alleges our employer violated federal law by unilaterally implementing mandatory call in WHBCC by refusing our request to bargain over the decision. Our previously-filed grievance is held in abeyance during the NLRB process.

Two of our leaders have filed sworn affidavits before an NLRB agent in support of our ULP. We also provided the NLRB with evidence of support among nurses for our position, including 100 members and supporters’ participation in our successful unity break on Nov. 28, 400 signatures on petitions we shared with the employer (which comprised more than 75% of our bargaining unit) and 22 nurses from four departments attending the grievance meeting about this matter. These actions show nurses are unified with other employees around this inappropriate decision by the employer.

We also notified the Oregon Health Authority (OHA) during their recent audit at McKenzie Willamette. We assert the employer’s decision to implement mandatory call is a violation of Oregon’s Nurse Staffing Law, which the OHA is authorized to enforce.

At a meeting with our employer on Jan. 3, our leaders explained our position to a human resources staffer and two Quorum Health Corporation attorneys. A week later, the employer notified us that they are prepared to bargain the “effects” of the decision to implement mandatory call.

We replied that we will bargain in good faith, but we will pursue the ULP that asks the NLRB to require the employer to bargain the actual decision to implement mandatory call, not just the effects. Further, our position is that WHBCC does not need mandatory call to respond to unexpected volume in births. Rather, the employer is using this call to remedy an insufficient number of core staff of labor and delivery nurses in the unit. We will meet with the employer to propose incentives for voluntary call and insist that mandatory call be revoked.

BUSY WINTER, NURSES PROGRESS ON COLLECTIVE ISSUES

In several recent actions, nurses have united to improve patient care and working conditions at McKenzie Willamette. Stewards and other nurse leaders have been instrumental in collective action to encourage the employer to move on several issues.

SSU PTO SIDE LETTER

After much delay, we anticipate meeting with the employer over our side letter on PTO in Short Stay/Endo/Pre-admission testing. We appreciate the extreme patience of nurses in that unit!!! We hope we are close to a conclusion in this matter. The employer proposed a minimum of three nurses granted leave at one time, with an additional limit of two nurses per shift. We countered, we would agree to three nurses off at a time, but the minimum would rise to four when the master schedule increases to 26. We cannot agree to a shift limit.
STAFFING COMMITTEE ELECTION PROCEDURES

We have tentatively scheduled a meeting with the employer for February 9 to address the employer’s usurpation of ONA’s rights to select direct care representatives to the Hospital Nurse Staffing Committee.

CATH LAB SHIFT DIFFERENTIAL GRIEVANCE

In response to our Association grievance, the employer has agreed that Cath Lab nurses were not paid the 13% differential for callback pay as provided for in §9.9 of our collective bargaining agreement. Beginning late last year, these RNs have been paid this “Shift 7” differential correctly. Further, the employer agreed to 90 days of back pay for aggrieved nurses.

EVENING SHIFT DIFFERENTIAL

We are close to resolving another Association grievance for evening shift nurses who work ten-hour shifts. Prior to our filing the grievance, the employer paid evening shift differentials based on “zones” or “windows,” which was contrary to our contract. We will be meeting with the employer shortly to discuss implementation and back-pay for these nurses.

ONA 2018 Convention and House of Delegates

Wednesday, April 18 - Friday, April 20
The Riverhouse on the Deschutes, Bend, OR

ONA invites you to bring your voice and perspective to the ONA Convention and House of Delegates (HOD), held April 18-20, 2018 in Bend.

The HOD is ONA’s primary governing body. As a delegate, you will hear from ONA’s Board of Directors, Cabinets, Constitution Associations and other leadership groups and discuss and vote on resolutions, amendments and other initiatives.

Delegates pledge to register for and attend ONA’s House of Delegates on Friday, April 20 and delegates and other nurses are invited to register to attend the continuing education days, April 18-19.

Travel, lodging and education reimbursements may be available. Please see your bargaining unit or constituent association rules on how to apply for reimbursement.

Becoming a Delegate is Simple!

Step 1: Go to the ONA website: www.OregonRN.org/Delegate

Step 2: Complete your Delegate Nomination Form

Step 3: Register to attend ONA’s HOD and Convention

Questions? Contact Whitney Wong, at Wong@OregonRN.org or 503-293-0011 ext. 1325.

www.OregonRN.org/Delegate
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled**: Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email**: ONA does not have an email on file for you.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out**: You have opted out of receiving emails.
6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.
3. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.