ONA Bargaining Begins with Multnomah County Health Department!

(left to right): Joanne Buck--Rockwood Health Center; Emily Marx--Downtown Detention Center; Justine Kuunifaa--Southeast Health Clinic; Marcus Cooksey--Mid-County Health Clinic; Michelle Chau--Mid-County Health Clinic; Kelli McCurtain--Inverness Jail; Cathy Olsen-Dennis--East County Early Childhood Services

We started bargaining for our contract on April 11, 2018, with introductions and a discussion of ground rules. Our Oregon Nurses Association (ONA) bargaining team is making incredible sacrifices to bargain on behalf of all of us, and proposed that they should all be compensated for their time, not just six as currently stipulated in the contract. Labor Relations will respond at our next session on April 25, 2018.

Our Priorities in Bargaining

We have five sessions to give our proposals across the table, but—based on feedback from everyone—here are our team’s priorities for our new contract:

- Better wages to recruit and retain excellent staff—including a more fair system of step increases.
- Maintaining our benefits.
- Addressing issues in corrections—including differentials and changes to inclement weather policies.
- Addressing issues for licensed practical nurses (LPNs)—including scope of practice issues and adding LPNs to corrections.
- Addressing issues of workload for Nurse Practitioners (NPs)
- More time and resources for education
- Ability to take real breaks and lunches
- Updates to layoff language
- More vacation
- Evaluations that speak to specific roles
- Adding language regarding the PNCC

We will have updates on the specificity of our proposals as we give them to Labor Relations. Feel free to contact one of the bargaining team members with any questions.
It’s Not Too Late To Join the Contract Action Team!

Several folks have stepped up to be on the Contract Action Team (CAT). If we have representatives in every worksite, on every shift (where applicable), we can build the kind of unity we need to win our biggest priorities.

The most important role of the CAT is to be point people for communication with their co-workers. Becoming a CAT member is simple and involves minimal time commitment. Examples of CAT activities include distributing bargaining updates to the units, reminding colleagues to wear stickers or buttons in support of contract issues and being the eyes and ears in the workplace. To ensure our bargaining team remains rooted in what’s happening, we want to make sure they hear from everyone, and in turn, the CAT helps communicate updates to their coworkers.

If you would like to find out more, contact your labor relations representative, Brian Howard, by email at Howard@OregonRN.org.

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.