

Oct. 26, 2018



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**Executive Officers:**

**Chair**

Tracey Parris  
Senior Psych

**Vice-Chair**

Donna Abbott  
Med/Surg & ASU

**Secretary-Treasurer**

Katie Nelson  
PACU

**Membership Chair**

Vacant

**Grievance Chair**

Renee White  
PACU

**Weekend Bonus Time!**

A friendly reminder to look for your weekend bonus on your last paycheck in November.

Last year our bargaining team: Tracey Parris, Renee White, Katie Nelson, Marie Teela, Julie Davison, Donna Abbott, and Laurie Nilsson spent many hours negotiating for a weekend differential. Management didn't agree, but we did compromise a weekend bonus for the first time which we are proud for nurses to receive.

**Be sure to check your hours and see if you should have received a bonus in November!**

If you have questions, you can reach out to Julie Smith in Human Resources, our Labor Relations Representative Karly Edwards or a union representative.

**Article 8—Differentials**

**F. Weekend Bonus.** Beginning October 15, 2017, FT, PT and Per Diem nurses will receive an annual lump sum bonus based on the total number of weekend hours actually worked annually (including hours called in from standby).

Bonuses will be paid during the last pay period of each November, starting in 2018. For purposes of this bonus, "annual" refers to the second pay period in October to the second pay period the following October. A weekend shift is defined as a shift whose scheduled beginning time is within a 48-12 hour period commencing at or after 7:00 p.m. Friday. Nurses must work the entire 12-month period to be eligible for the bonus.

-ONA/OFNHP-AFT & Providence Milwaukie Hospital Agreement 2017-2019

**ONA Labor Relations Representative**  
**Karly Edwards**  
[Edwards@OregonRN.org](mailto:Edwards@OregonRN.org)

**Oregon Nurses Association**  
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Suite 200, Tualatin OR 97062  
**1-800-634-3552**  
within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

Bonus Tier	Weekend hours worked on annual basis	Bonus Amount
100%	600+ weekend hours	\$800
75%	450-599 weekend hours	\$600
50%	300-449 weekend hours	\$400
25% (for Surgical Services only)	150-299 weekend hours	\$200

**Interested in serving on the bargaining team?**

**We still need a Membership Chair.**

Reach out to Karly at [Edwards@OregonRN.org](mailto:Edwards@OregonRN.org)

# STAND UP FOR **OREGON VALUES**

**NO on 103:**

*Constitutional Amendment:* A risky, misleading, and unnecessary tax break for specific industries. Permanent and retroactive to September 2017.

**NO on 104:**

*Constitutional Amendment:* Expands use of legislative supermajority requirement. Will create gridlock and make it harder to close tax loopholes.

**NO on 105:**

An anti-immigrant measure that would repeal Oregon's more than 30-year-old anti-racial profiling law and open the door to serious civil rights violations.

**NO on 106:**

*Constitutional Amendment:* Restricts access to safe, legal abortion; makes essential reproductive health care less accessible for the most vulnerable Oregonians.

**YES on 102:**

*Legislative Referral:* Measure 102 is a sensible solution to help local communities create more affordable housing for families, seniors, veterans, and people with disabilities.

Made up of ONA members from across the state, ONA's Political Action Committees endorse pro-nursing ballot measures and candidates based on a variety of factors including local member feedback, voting record, support for nurses, safe patient care, and overall alignment with ONA values. **Patient care and nursing practice are at stake this election season** – to learn more and get involved, **contact ONA's political organizer, Catie at [Theisen@OregonRN.org](mailto:Theisen@OregonRN.org) to make a difference today.** And to see the full list of ONA's endorsements, including state legislative candidates, **visit [OregonRN.org/2018Endorse](http://OregonRN.org/2018Endorse).**