

## You Have a Ratified Contract!

Congratulations! With a strong majority, nurses at Providence Milwaukie Hospital (PMH) have ratified their contract.

### Summary of Details:

- A three-year agreement.
- Base salary will be increased by 2.75 percent, 2.50 percent and 2.50 percent.
- Certification differential is \$2.30 per hour.
- Evening shift differential is \$2.70 per hour.
- Night shift differential is \$5.85 per hour.
- Weekend differential is \$1.75 per hour in lieu of weekend bonus.
- Standby pay is \$4.60 per hour.
- Per diem nurse differential is \$4.00 per hour.
- Charge nurse differential is \$3.50 per hour.
- Resource nurse will receive a one time \$2,000 bonus after two consecutive years of service.
- A no-cost short term disability policy will be purchased by PMH, which will cover 65 percent of the employee's salary to supplement paid time off (PTO) and extended illness time (EIT).

To read the redline and to learn more, please [click here](#) to visit your bargaining unit webpage.

**Your ONA/PMH Bargaining Team:** Tracey Parris, Donna Abbott, Catherine Nelson, Alexis Keller, Renee White, Maria Teela, Maggie Schein, Tom Doyle (ONA Legal Counsel) and Peggy Elia.

**PMH Management Team:** Lisa Halvorsen, Theresa Osburne, Jessica Monego, Craig Norton, Sasha Meyer, Chris Hatch and Dennis Westlind (PMH Legal Counsel).

## It's Time to Elect Our ONA/OFNHP Leadership

It's time to elect our ONA/OFNHP Leadership Team. Our association is run by our members, with the assistance of ONA, not the other way around. We make our decisions democratically at our membership meetings and through our democratically elected nurse representatives. We decide what direction our association will take with bargaining and grievances.

We elect members of our ONA leadership team from among our ranks to oversee the educational and professional development needs of our members and to help make binding recommendations on issues like staffing, patient load, professional practice issues and

equipment.

There are many ways that nurses can contribute to bringing the best quality of care to our patients and many opportunities to make our local ONA/OFNHP association a vital and effective organization. Please consider volunteering to serve.

ONA/OFNHP will provide training for nurses who are new to association governance.

You have until **Saturday, Nov. 16, 2019** to nominate

# It's Time to Elect (continued from page 1)

yourself or your peers for any of the following ONA/OFNHP positions, [click here](#) to nominate for the positions listed below:

Executive Committee: **Chairperson, Vice-Chair Secretary/Treasurer, Membership Chair, Grievance Chair, PNCC Chair.**

Representatives: **Unit Representatives (one for each unit).**

The term of office for each officer and representative shall last for two years. Candidates must be full members in good standing to be eligible to serve. No member may hold more than one elected executive committee office, however representatives can serve multiple roles and be an officer. The units are Intensive Care Unit (ICU), Operating Room (OR), ASU/Endoscopy, Emergency, Medical/Surgical, Sr Psych, Resource Nurses, and PACU.

You may nominate multiple people for the same position or one person for multiple positions. If there are multiple nominees willing to serve for the same position, an election will be held with a minimum of 14 days advance notice. **Only full members in good standing may vote.**

You may submit your nominations by **Saturday, Nov. 16, 2019 via SurveyMonkey**, [click here](#) to complete.

## *Here is a Little Bit About Each Executive Committee Position:*

The six members of the executive committee shall constitute the negotiating committee for the next contract.

### **CHAIRPERSON**

- Conducts and supervises all the affairs of the ONA/OFNHP bargaining unit.
- Serves as the main liaison to ONA. In conjunction with the secretary/treasurer.
- Orders the disbursement of all monies necessary to pay the bills, obligations and indebtedness of the Association.

### **VICE-CHAIR**

- Assists the chairperson in the discharge of all duties. In case of the chairperson's absence, the vice-chair shall perform the duties of the chairperson.
- Should the chairperson's position be vacated, the vice-chair shall serve as the chairperson until the next election.

### **SECRETARY/TREASURER**

- With the help of the ONA labor representative, sends out meeting notices, collect names of nominees for elected positions.
- Records, maintains and archives minutes for all executive committee meetings.
- Conducts correspondence.
- Has responsibility over the financial affairs of the PMNA-ONA/OFNHP.
- Keeps itemized records, showing the source of all monies received and spent, and keeps records documenting all transactions.

### **MEMBERSHIP CHAIRPERSON**

- Ensures that all new hires are contacted in a timely fashion to discuss membership in ONA.
- Ensures new hires are provided with a copy of the contract.
- Strives to increase the membership of the bargaining unit.
- Updates the membership list on an annual basis and before every vote of the bargaining unit.
- Maintains a group of activist members who are members in good standing and who are willing to perform duties at the request of the executive committee or ONA.

*continued on page 3*

## It's Time to Elect (continued from page 2)

### GRIEVANCE CHAIRPERSON

- The grievance chairperson coordinates the processing and investigation of all grievance complaints filed by BU members.
- Assists with securing representation for meetings, ensures each nursing unit has at least one unit representative and assists nurses with enforcement of our contract.

### NURSING TASK FORCE CHAIR

- Position is covered by chair and grievance chair.
- Conduct and supervise the affairs of the NTF in accordance with these bylaws and the collective bargaining agreement;

- With the NTF, make recommendations to the facility of ways and means to improve patient care, including health and safety, and equipment (including training on equipment); and
- With the NTF examine staffing issues, patient load, patient assignment;
- With the NTF, process and analyze unsafe staffing reports. Take necessary steps to address issues raised in unsafe staffing reports when necessary; Make timely reports to the executive committee and ONA concerning matters within the purview of the NTF; and
- Make reports to outside agencies with the approval of the executive committee and ONA.

# SAVE THE DATE!

## ONA Convention and House of Delegates May 18-19, 2020 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.



Registration opens in late November

# 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, have built in spam/junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can 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](mailto: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](mailto: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. **Spam/Junk Filters:** 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](mailto:News@OregonRN.org) to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at [News@OregonRN.org](mailto:News@OregonRN.org), and include your name, personal email and facility you work at in the body of the email.



Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF's goal is to raise \$100,000 this year so they can award larger scholarships in 2020. Visit [www.OregonNursesFoundation.org](http://www.OregonNursesFoundation.org) for more information or to donate.