Extra Shift Differential Extended to July 30

On Monday, April 4 the elected executive team at PMMC unanimously approved the proposal to extend the extra shift differential to July 30, 2022.

MEMORANDUM OF UNDERSTANDING — SUMMER 2022 EXTRA SHIFT INCENTIVE

In July of 2021 Oregon Nurses Association (ONA) and Providence Medford Medical Center (PMMC) agreed to a “SUMMER 2021 EXTRA SHIFT INCENTIVE”.

Through the summer and into the fall we agreed via email to make minor modifications and extensions to that incentive, which is currently set to expire on April 9, 2022.

The ONA and PMMC hereby enter into the following Memorandum of Understanding as an extension to the existing Extra Shift Incentive program, in response to the continued needs resulting from the COVID-19 pandemic and anticipated staffing needs of Providence Medford Medical Center through July 30, 2022.

This incentive program is intended to acknowledge currently employed RN that work additional shifts beyond their regularly scheduled FTE and assist with staffing shortages.

The highlights of the incentive include:

► Shift Eligibility
  • Shift that PMMC has identified as eligible and are at our sole discretion.

► Additional Eligibility
  • A caregiver must work their FTE and complete their regular pre-scheduled shifts to be eligible, with the exception of mandatory low census hours and pre-scheduled PTO.
  • Any nurse qualified to work in any unit(s) in which the eligible shift is identified will be eligible for the bonus.

► Bonus Amounts
  • 12-hour shift: $500
  • 10-hour shift: $415
  • 8-hour shift: $335
  • 6-hour shift: $250
  • 4-hour shift: $170

This agreement shall be effective upon signature and shall continue until July 30, 2022 and will not be modified or extended without mutual agreement.
Proposed Retention Bonus Differential

The ONA executive team has proposed a retention bonus several times over the last six months to the Providence administration. As of April 5, 2022 the team has submitted a demand to bargain for a newly drafted retention differential in the light of the recent retention differential win at Rogue Regional and Sky Lakes. Here is the proposal:

RETENTION BONUS MEMORANDUM OF UNDERSTANDING

The Oregon Nurses Association and Providence Medford Medical Center (PMMC) hereby enter into the following Memorandum of Understanding (MOU) in response to retention and staffing needs, retroactive from January 1, 2022 through September 6, 2022.

► Retention Differential
- Eligibility: All current ONA represented full-time (0.9 FTE and above) and part-time nurses (0.6FTE-0.89 FTE) and per diem nurses employed at PMMC upon signing of this MOU who have been employed through PMMC for over a year will be eligible for the retention bonus.
- ONA represented nurses who had received a sign-on bonus after January 1, 2021 will not be eligible to receive a retention bonus.

► Retention Differential Proposal
- Retroactive to January 1, 2022 through September 6, 2022

► Hourly Differential
- $10.00 for ALL compensated hours.

Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

Find more information at www.OregonRN.org/aft-summer.

Additionally, ONA will host two online clinics to help members understand PSLF, find out more about Summer and get the relief they deserve.

April 20 at 9 a.m.
June 6 at 4 p.m.

Sign up at www.OregonRN.org/aft-summer.

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.
Anne Tan Piazza Takes Over as Executive Director of ONA

On Monday, April 4, Anne Tan Piazza began as ONA’s Executive Director. Piazza has worked for the Washington State Nurses Association (WSNA) for nearly 25 years, with 16 years as an executive leader of the union and professional association. Her roles with WSNA included lobbyist, Director of Governmental Affairs and Communications, Assistant Executive Director and, most recently, Labor and Operations Executive Officer.

“Anne comes to ONA with a deep understanding of the unique challenges facing nurses in the Pacific Northwest, and across the country, that could only be achieved through her many, many years of leadership at WSNA,” said Lynda Pond, RN, President of the ONA Board of Directors. “Anne knows the breadth and depth of our work here at ONA, from creating and advancing health care and nursing policy to contract negotiations and bargaining, to membership services and member growth. There is not a single aspect of our work that Anne doesn’t know like the back of her hand.”

Vote in Your CA 4 Election!

As per CA 4 Bylaws, the call for nominations for open positions on the Constituent Association 4 (CA 4) Board of Directors is closed and it is now time to hold the election. Members of CA 4 can vote on open leadership positions.

The following candidates were nominated for the open CA 4 positions:

Chair (1)
- Dan Richmond (Providence Medford)

Vice Chair (1)
- Janice Tecmire (Providence Medford)

Secretary (1)
- Ketura Richmond (Providence Medford)

Treasurer (1)
- No Candidates

To vote, visit the weblink below. You will be required to log into the ONA website to verify your membership status, but your vote will be kept confidential.

ONA Constituent Association 4 (CA 4) covers members in Josephine and Jackson counties, including Asante Rogue Regional Medical Center and Providence Medford Medical Center.

The purpose of our constituent association is to work for the improvement of health standards, and the availability of health care services for all people, to foster high standards for nursing, and to stimulate and promote the professional development of nurses.

Voting opened March 31 and will close on Friday, April 14 at noon.

To log in, ONA must have an email address on file for you. If you do not have an email address on file or you are having problems logging in, please email us at news@oregonrn.org.

OregonRN.org/CA4Election
**Conviction of Nurse RaDonda Vaught**

The ANA and TNA statement in response

Recently, former nurse, RaDonda Vaught, was convicted of criminally negligent homicide and impaired adult abuse after she mistakenly administered the wrong medication that ultimately killed a patient in 2017.

The American Nurses Association (ANA) and Tennessee Nurses Association (TNA) released a statement expressing their disappointment with the verdict as “harmful ramifications of criminalizing the honest reporting of mistakes.”

The ANA has a long-standing history of encouraging a more Just Culture Model, rather than relying on a punitive system where mistakes are less likely to be reported due to fear.

The statement goes on to read “The criminalization of medical errors is unnerving, and this verdict sets into motion a dangerous precedent.”

In light of this, the largest nursing malpractice insurer, Nurses Service Organization (NSO), released a position statement in support of nurses, “we always have—and always will—stand with nursing professionals. In light of recent news, NSO would like to reiterate our steadfast support to the nursing profession and community… we are concerned about the dismantling of just culture in the workplace… our mission is to prioritize the needs of individual nursing professionals, rather than those of their employer”.

ONA wants to remind all nurses, regardless of where you work, to obtain your own individual malpractice insurance.

- Click here to read ANA’s full statement
- Click here to learn more about obtaining malpractice insurance through NSO
- Click here to read NSO’s full statement supporting nurses

**Steward Trainings**

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues.

More training dates will be announced as they are finalized.

www.OregonRN.org/Steward-Training