Welcome Our New ONA/PMMC Secretary!

Please welcome our new ONA/PMMC elected officer Kitty Falcy from 3E who has been with Providence Medford for several years.

She is joining the executive team as secretary!

Thank you, Kitty for stepping up!

Elections!
New Officer Positions

All officers are expected to volunteer a certain amount of time outside of work, rounding, talking with members, stewardship and communicating democratically with each other and with ONA staff support as they work collectively to be stewards and run the ONA/PMMC.

These roles require time and dedication. Now that we are seeing the other side of COVID-19, we need to rebuild the leadership of ONA/PMMC and get back to regular rounding, meetings and building union solidarity.

Bylaws: 6.2.2 Scope:

Ideally, the ONA/PMMC executive committee shall consist of a: chairperson, vice-chair, secretary, treasury, membership chair and a member-at-large/grievance chair.

At a minimum, the executive committee shall consist of a:

▶ Chairperson
▶ Vice-Chair
▶ Secretary/Treasury

The open elections for Monday, August 22 will be for:

▶ Chair: Candidate – Sean Fairbairn
▶ Membership Chair
▶ Grievance Chair
▶ Secretary: Candidate – Kitty Falcy
▶ Vice-chair

Nominations will be sent out Monday, August 15.

Position Descriptions

Chair:

Conduct and supervise the affairs of ONA/PMMC in accordance with these bylaws; serve as an ex-officio member of all ONA/PMMC committees; appoint special committees and their members with the approval of the executive committee; fill vacancies that occur on committees with the approval of the executive committee until the next regular election; in conjunction with the treasurer, disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of ONA/PMMC, which have been properly incurred as provided herein; enforce these bylaws and ensure that all officers perform their respective duties.

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**Vice-chair:**
Assist the chairperson in the discharge of all duties; perform such other duties and render such assistance as may be directed by the chairperson; in case of the chairperson’s absence, the vice-chair shall perform the duties of the chairperson; and should the chairperson’s position be vacated, the vice-chair shall serve as the chairperson until the next election.

**Secretary:**
Send out meeting notices as directed; on at least an annual basis, update all members’ contact information, including correct mailing addresses, home and work telephone numbers and email addresses. Provide this information to ONA; collect names of nominees for elected positions and construct a ballot for all the names submitted; confirm that the nominees are willing to serve and when there is no membership chair, ensure the nominee is in good standing; verify that amendments to bylaws are properly submitted; record, maintain and archive minutes for all executive committee meetings; sit on the elections committee; and conduct correspondence as directed by the executive committee.

**Treasurer:**
Has financial responsibility over the financial affairs of the ONA/PMMC; make at least a quarterly report to the executive committee and EGW that includes the assets and liabilities of the ONA/PMMC; and keep itemized records, showing the source of all monies received and spent, and keep records, vouchers, work sheets, books and accounts and all resolutions to verify such report and provide a copy of this information to EGW by Dec. 31 of every year.

**Membership Chair:**
Conduct and supervise the affairs of the membership committee in accordance with these bylaws; ensures that all new hires are contacted in a timely fashion to discuss membership in the ONA/PMMC and the ONA, ensures new hires are provided with a copy of the collective bargaining agreement, these bylaws, a ONA membership application and to ensure that the new hires are introduced to the new hires’ unit steward; strive to increase the membership of the bargaining unit; maintain a group of activists who are members in good standing and who are willing to perform duties at the request of the executive committee or ONA. The goal should be to get at least one activist in each unit at the hospital; ensure that the activists receive training in organizing; and ensure that membership records accurately reflect who are:

- Members in good standing;
- Members in bad standing;
- Fair share members;
- Bona fide religious objectors;
- New hires who are potential new members; and
- Non-members.

The membership chair will ensure that the list is updated on an annual basis and before every vote of the bargaining unit.

**Grievance Chair:**
Coordinate the following activities in cooperation with the ONA staff representative:

Conduct and supervise the affairs of the grievance committee in accordance with these bylaws; oversees the processing and investigation of all grievance complaints filed by BU members; responsible for securing representation, if requested, for the grievant; ensure each nursing unit has at least one unit steward which must be a member in good standing. Ensure those stewards receive training in the processing of grievances and representation of grievant, and report to the executive committee and ONA in a timely fashion all grievance complaints.

If you are interested or know someone who is please refer them to your ONA labor rep.: Misha Hernandez, 541-210-4905, Hernandez@OregonRN.org.
Coffee Appreciation for Members

All members get a free coffee at the Island Time Coffee Cart in July. **Coffee Cards for eve/night shift:** Night rounding has begun to offer coffee cards for the night shift and evening shift workers who cannot take advantage of the Island Time Coffee Cart.

Member Meeting at Roxy Ann Winery Monday, July 18

Sean Fairbairn, ONA Chair: “Now that COVID-19 is slowing down, and we are able to meet in person we are ready to refocus our energy to be more active in person and addressing issues in each unit. We are all ONA! We will only be as strong as we are together.”

- Members nominated and appointed Kitty Falcy as new secretary.
- Discussion of upcoming elections, retention bonus and extra shift incentive, review of Providence system wide wins.

Stewards Training in August

ONA stewards are the lifeblood of what makes our union strong. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

**Training Date:**
Saturday, August 20, 2022
9 a.m. to 2 p.m. (0900 to 1400)

**Location:** Labor Temple Central Point
4480 Rogue Valley Highway, Central Point, OR 97502

**Introductory Steward Training**
Learn what it takes to become a union steward! We will be teaching the basics of:

- Knowing your union rights
- Representing a co-worker
- Filing and processing a grievance
- How to find important items in your contract
- How to make our union stronger!

A strong union has at least one steward for every unit and shift. Members can go to them with questions and concerns and they in turn keep members in the know about important union activities.

Learn the fundamental skills needed to successfully enforce your contract:

- Learn how the grievance procedure works
- How to write and file grievances
- How to read and interpreting contract language
- Learn about your right to request information
- How to conduct investigations
- Practice presenting a winning argument
- When to “organize” around a grievance

**Questions?**
Reach out to labor rep Misha Hernandez at 541-210-4905, Hernandez@OregonRN.org.
Providence System Wins

3 for 3 So Far: ONA RNs at Providence as Milwaukie Nurses Reach Tentative Agreement

The ONA nurse bargaining team at PMH locked in unprecedented terms for wage increases, safe staffing, and union shop/fair share language and returned to reach new agreements on surgical services call issues and wage equity.

Nurses at PMH are voting on the agreement and the results will be available Monday, July 25.

On to Providence Hood River, where we will continue fighting to win a fair contract that raises standards for nurses and patients across Providence!

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