ONA Executive Team

Chair:
Sean Fairbairn, RN
(Surgery)

Secretary:
Kitty Falcy, RN
(3E)

Treasurer:
Sarah Mishan, RN
(Med Surge 2E)

Grievance Chair:
VACANT

Membership Chair:
VACANT

Misha Hernandez
Labor Representative
(503) 293-0011 x1371
Hernandez@OregonRN.org

CA4 Annual Holiday Party!

6:30 to 8:30 p.m. (1830-2030), Dec. 16 at Roxy Ann Lanes.
Space is limited, free for RNs and their families (up to three guests.)
Please RSVP to CA4ona@gmail.com by Dec. 12. Must be an ONA member.
RSVP includes free pizza, two bowling games, two drinks, gift card raffle (RNs only), and dessert. See you there!

Constituent Association 4

Constituent Association 4 (formerly known as District 4) was established in 1930 to serve registered nurses in Southern Oregon.

There are more than 1100 Oregon Nurses Association members who work in various clinical settings with many diverse levels of education, including retired nurses.

Members of Constituent Association 4 hold concurrent membership in ONA and ANA, and for those having bargaining unit representation, AFT.

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 district 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.

www.OregonRN.org/CA4

CA4 Officers

♦ Chair: Dan Richmond
♦ Vice-Chair: Janice Tecmire
♦ Secretary: Ketura Richmond
♦ Treasurer: Toni Fraley
**Nurse Staffing: Share Your Story**

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses.

Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

Take a few minutes to write down your story and submit it to [www.oregonrn.org/nursingstories](http://www.oregonrn.org/nursingstories)

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**OSBN Presentation on Crisis Staffing, Dec. 19**

The Oregon State Board of Nursing (OSBN) will be hosting an important virtual presentation: “Crisis Staffing: Legal Differences between the Nurse Practice Act and Your Employment” on Dec. 19 from 12 - 1 p.m. (1200-1300).

Per OSBN this presentation will address the concept of crisis staffing and the continued expectations of the Oregon Nurse Practice Act and those of the employer.

This presentation is critically important to all ONA members as Oregon’s healthcare system is once again failing to meet the needs of Oregonians.

The meeting will be via Microsoft teams and the link can be found on [OSBN’s calendar](https://www.oregonbn.org/calendar).


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**Oregon Pay Equity Update**

**The Status of Hiring Bonuses link**


In the wake of the COVID-19 pandemic, the Oregon legislature amended the definition of “compensation” in the Oregon Equal Pay Act to temporarily exempt hiring/signing and retention bonuses from the limitations imposed by the Act.

The temporary exemption, however, expired on Sept. 28, 2022.

This means that starting Sept. 28, 2022, hiring/signing/retention bonuses will once again be considered “compensation” under the Act. Under that law, employers must ensure that employees performing “work of comparable character” receive equal “compensation,” unless the difference is justified by specific “bona fide factors” listed in the statute.

So, if one employee receives a bonus but another does not, you must be able to distinguish between the two employees either:

1. On the grounds that they are not performing “work of comparable character”; or

2. By one of the specific “bona fide factors” in the Act.

In sum, if you began paying, signing or hiring bonuses during the pandemic, and/or paid retention bonuses during this time, be aware that the “safe zone” which existed during the temporary lifting of the definition is coming to an end.

Starting Sept. 28, 2022, paying a signing or retention bonus could result in employees who perform the same jobs being paid differently – which could be a violation of the Act.
Substance Use Disorder

COVID-19 and short staffing combined with an already stressful line of work has put many frontline health care workers at risk of developing a substance use disorder (SUD).

Most nurses do not seek help voluntarily because of the stigma of substance use and fear of losing their jobs. In fact, nurses don’t typically get treatment until the disease has drastically progressed.

Many resources are available for nurses who are struggling with SUD. If you or someone you know needs help, contact Oregon’s Health Professionals’ Services Program to be referred for an evaluation.

The Nurse Assistance Network (NAN) aims to develop resources for nurses returning to the practice after seeking help for the substance use and/or mental disorder.

ONA PMMC Positions Open

Your ONA executive team still has positions open to make the team complete.

- Membership Chair
- Grievance Chair


If you want to get more involved in your local PMMC-ONA please reach out to:

Hernandez@OregonRN.org
(541) 210-490

Contract Language Spotlight on Seniority

ARTICLE 11 – SENIORITY

11.1 Seniority Accrual. Seniority will be accrued based on the number of hours for which a nurse is compensated at the straight-time rate or above, since his or her entry into a position within the bargaining unit, plus any MDO hours.

11.2 Service outside the Bargaining Unit. A nurse who works for the Medical Center in a position outside the bargaining unit and then returns to a bargaining unit position within twelve (12) months (without a break in service) will be given credit for his/her previously accrued seniority. Such a nurse will not be required to complete another probationary period upon return to a position within the bargaining unit.

11.3 Seniority Lists. The Medical Center will maintain the seniority list based on Article 11.1 above and will provide the seniority list to the Association upon request or nurses may request to see the list from their manager.

11.4 Break in Service. Seniority shall be lost upon termination of a nurse’s employment or layoff of more than twelve (12) months and upon leaving the bargaining unit for more than twelve (12) months. Any nurse reemployed by the Medical Center in a bargaining unit position within twelve (12) months will have his or her previous seniority restored upon rehire (which means that the nurse will have his or her seniority date adjusted by the length of time away from the Medical Center).
Nurses are not getting the mental health treatment they need and that’s why we’re excited to tell you about the expansion of the Oregon Wellness Program (OWP).

Licensed RNs, LPNs and CNAs from around the state can now access free counseling from providers that have professional experience providing care to health care professionals.

The program provides:

- Up to eight (8) free therapy sessions per calendar year (in-person or telehealth).
- Mental health care without a “paper trail” - your visits won’t be shared with insurance or professional boards.
- Appointments will be scheduled within three business days, whenever possible.

Nurses can request appointments directly with an OWP-affiliated provider of their choice and will be given complete privacy and confidentiality.

You can find more information at [oregonwellnessprogram.org](http://oregonwellnessprogram.org).

**Make sure ONA has your correct email address. scan the QR code with your phone.**

**Or follow this link:** [www.oregonrn.org/UPDATE](http://www.oregonrn.org/UPDATE)