We welcome our new ONA Labor Representative Lisa Donoho!

Lisa Donoho Raised in a union family, Lisa Donoho began her career as an intern with SEIU Local 503 organizing homecare workers two decades ago. Lisa has organized thousands of non-represented workers in Oregon, Colorado, Texas, Washington, Illinois and Arizona. For the past several years, she has represented nurses, child welfare workers, and other public sector workers bargaining contracts and organizing around workplace issues. Prior to joining the ONA team, Lisa was a labor representative with Oregon Federation of Nurses and Health Professionals (OFNHP) representing and organizing Kaiser nurses, professionals and techs.

Executive Team Elections

Now that we are six months out from ratifying our current contract, it's time to elect our ONA/PWF Executive Team! Below are the chair positions with their role summaries and the current nurses who hold them:

President: Conduct and supervise the affairs of the ONA Bargaining Unit at Providence Willamette Falls Medical Center (PWF).
- Currently held by Jay Formick

Vice President: Assist the ONA/PWF President.
- Currently held by Sarah Amar

Secretary/Treasurer: Responsible for the financial affairs of the executive team; keep records of elections, meetings, and executive team activities and submit annual reports to the Economic and General Welfare (E&GW) Committee.
- Currently vacant

Membership Chair: Ensure new hires are introduced to the ONA and onboarded with membership, contract copy and know their rights.
- Currently held by Kacy Van

Grievance Chair: Coordinate with the ONA labor representative to oversee and process grievances and ensure proper representation during investigations.
- Currently held by Virginia Smith

PNCC Chair: Oversee and conduct the Professional Nursing Care Committee (PNCC).
Executive Team Elections

- Currently held by Nicole Hudson

Please nominate yourself if you are interested in running for one of these positions! The executive team members are also the members of the Negotiating Committee. If a position has only one nominee and is uncontested, that nominee will be appointed. Once the election is done, these positions are held until six months after the ratification of the next contract. Please reach out to any of your executive team members or ONA Labor Representative Lisa Donoho if you have any questions about this process.

The election starts with nominations! Please click here to nominate yourself via SurveyMonkey.

If you want to be involved with labor relations and work on contract issues at PWF, but you don’t want to fulfill one of the chair roles, consider being a steward for your unit! As a steward, you can be the voice for your unit and take issues forward to your executive team for a unified approach when resolving issues in task force or negotiating our contract! We are actively in need of stewards for the ICU, Short Stay and PACU! All units can use stewards—it is a great way to be involved and advocate for your unit with minimal meetings and a one-day training with ONA. Please let your executive team know if you are interested!

Current Issues

Correct Hire Date and Retro Pay

Nurses who were hired as per diem then took full-time equivalent (FTE) positions may have the wrong hire date on file with the hospital (either your manager, human resources (HR), or both). This impacts when your step increases go into effect and you may be entitled to retro pay for step increases that were initiated later than they should have. We are currently pursuing retro pay for five nurses who had the incorrect hire dates on file with HR.

Management has been working with HR and ONA to get up-to-date seniority lists available for staff with correct hire dates on record. Please check ProvConnect with your manager to make sure yours is correct—if it is not, please let one of your Bargaining Unit Executive Team members know. If you were hired as a per diem nurse between Jan. 1987 and May 2017, and then accepted an FTE position after May 2017, it is very likely the hospital has the wrong hire date for you.

Night Shift Differential

We are experiencing a problem where nurses who work night shift and are sent home early are getting paid evening shift differential instead of night shift differential. We have explicit language in our contract that states the shift differential is to be paid for any of the hours scheduled, not which hours were worked during which time. This was also past practice and upheld by the hospital.

We can’t pin down when the incorrect pay started, so we asked management to reimburse us going back to Jan. 1, 2018. This would impact all night shift nurses who were sent home early from night shift and received evening shift differential. They
agreed to this and we are now waiting to receive the retro pay.

**Weekend Differential on Fridays**

Our current contract stipulates we are paid the weekend differential starting Friday at 3 p.m. through Monday at 6 a.m. Your executive team is aware that Providence payroll has not been paying out the differential for hours worked on Friday after 3 p.m. and largely have been following our old contract language. Nurses across the hospital have been filling out exceptions sheets and payroll has been rejecting them. We are bringing this issue to task force this week for an immediate resolution—if it is not resolved, we will file a grievance. Please look at your timecards. We will be coming around with a petition asking who has missed out on this differential. We will be demanding retro pay for this going back to June 7, 2019.

**Certification Retro Pay WIN**

Two nurses on Med/Surg—Ashley Nordstrom and Heidi Brown—had not received their certification pay since 2017. When they noticed this, they brought it to unit management, administration and HR to no avail. Management and HR said they couldn’t find any documentation of their certification even though the nurses had their documentation in hand. Ashley and Heidi brought this to the attention of ONA and we put the pressure on the hospital to make it right—and they did! Ashley and Heidi received their retro pay last month and are on track going forward.

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**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 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 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 to your safe sender list.

2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.