



Oregon Nurses Association
Bargaining Unit Newsletter

May 2, 2019

Rogue Regional Medical Center (RRMC) Newsletter

Voice of Oregon Nurses Since 1904

Executive Committee

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3 Tower

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(Emergency)

&

Juniper Arthurs, RN
(5 Tower)

PNCC Chair

Rob Campbell, RN

Unit Rep Chair:

Monica Evangelisti, RN
(4 Tower)

Susan Bruce, RN

ONA Labor Relations
Representative

541-261-8359

bruce@oregonRN.org

Oregon Nurses Association

18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062

1-800-634-3552 within Oregon

www.OregonRN.org

Nurses Day Celebrations



In celebration of Nurses Week, Oregon Nurses Association (ONA) will again be sponsoring Wok Star food truck including food and beverages for bargaining unit nurses.

We will be in front of the Smullin Center on:

- **Monday, May 6 from 6 to 8 p.m.**
and
- **Saturday, May 11 from 6 to 8 p.m.**

**Thank you for all you do to care
for our community!**



NATIONAL NURSES WEEK 2019 AMERICAN NURSES ASSOCIATION

ONA Nursing Memorial Scholarship

**We are ready to move forward
with the ONA Nursing Memorial
Scholarship at Asante Rogue
Regional Medical Center**

The Oregon Nurses Association (ONA) has established a nursing scholarship fund, the **ONA Nursing Memorial Scholarship at Asante Rogue Regional Medical Center**. The scholarship was created in 2019 in honor of ONA nurses who have served our patients and community with excellent, compassionate care. The scholarship honors the memory of nurses who have advocated for improving our health system, providing living wage jobs, ensuring financial

security and delivering safe patient care. Through the scholarship we remember and honor those who have come before us and recognize talented students who will become the nurses of tomorrow.

More details coming soon.

**Oregon
Nurses Make
A Difference**

Grievance Win \$41,291.73!

In November of 2017 Clarissa Carson brought forward a grievance regarding a pay error in which she and other nurses were not being compensated appropriately for the weekend differential when they used Earned Time Off (ETO) on their regularly scheduled hours.

Per our contract: Nurses are compensated for ETO at their hourly rate. The hourly rate is defined as base pay plus all differentials. As such, nurses should have been receiving the weekend differential as part of their base pay for ETO used on weekends.

Article 1.2 J **Hourly Rate.** Base pay plus all differentials.

ARTICLE 9 - EARNED TIME OFF (ETO)

- ◆ **9.1 Purpose.** Earned Time Off (ETO) is provided to enable nurses to plan time off more effectively to meet both their needs and the staffing needs of their departments. Since ETO removes the accrual distinction between holiday, sick time and vacation, it provides greater flexibility in the use of time off, provides a special reward for nurses who work

holidays and provides an adequate amount of time off for illness. ETO compensates nurses at their hourly rate when they are absent from work for such purposes as vacation, illness, holidays, family emergencies, religious observances, dental care and other personal time off.

As a result of this grievance, 577 bargaining unit nurses received retroactive correction going back to January 1, 2018 ranging in amounts from \$0.43 to \$381.65.

Those retro payments were included on your April 19 paycheck.



Staffing Education & Advocacy Training

Have you recently been elected to your hospital's staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.



Part 1: Oregon's Nurse Staffing Law

Part 2: How to Write a Better Nurse Staffing Committee Charter

Part 3: How to Write a Better Staffing Plan

Part 4: Staffing Committee Orientation

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.