RRMC/ONA Holiday Party

Join us for dinner and celebrating the holiday season at 2Hawk Vineyard & Winery on Dec. 14, 2019 from 6 to 9 p.m.

RSVP to David Baca at (541) 441-2943

Space is limited.

ONA Convention: Article 14.3

Our ONA Convention and House of Delegates is scheduled for May 18 and 19, 2020.

Registration is open at oregonrn.org/events

Request your time off now as education hours per Article 14.3

14.3 Voluntary Paid Educational Leave. Continuing education and accompanying educational leave for RNs is an important part of the Hospital’s patient care mission, and therefore should be a priority component of unit based scheduling.

Except as provided in Article 14.2 above with respect to night shift RNs, mandatory education courses and/or leaves shall not affect voluntary educational leave allowances.

The Hospital will provide to the Association reports on RN voluntary educational leave utilization on Association request, such requests to be made no more frequently than every six (6) months.

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After each year of employment, regular status nurses will be eligible for thirty-six (36) hours paid education leave per fiscal year October 1 through September 30. An annual maximum of 3,200 hours (of which a maximum of 1,600 hours will be granted during the first six (6) months of the fiscal year) paid education leave will be provided by ARRMC for this purpose. The RN must show proof of attending the educational course or activity or will forfeit this paid educational leave. The RN will receive pay for the scheduled hours missed due to the educational leave at the RN’s normal rate of pay, calculated in the same manner as ETO pay. The Hospital will work with RNs requesting paid educational leave to minimize lost work hours, or to reschedule hours. In particular, the nurse and his/her clinical manager will agree on the scheduled shift(s) to be missed in connection with deciding upon an educational leave request, and paid educational leave will be available for all such hours if the request is granted. Normally no work at the Hospital will be required on educational leave days.

This thirty-six (36) hour annual paid educational leave is the maximum Hospital management may award an eligible RN. It is not a guarantee or entitlement.

A. **Eligible Programs.** Education leave will be available for programs sponsored by hospitals, education institutions, government agencies or professional associations. RNs will be eligible for paid educational leave for programs related to current or future RN patient care responsibilities, and which will benefit both the RN and ARRMC.

ARRMC will pay twelve (12) hours of educational leave to RNs who are granted leave for the Association conference/convention by the Hospital without review of program content.

B. **Reimbursement.** Each nurse who successfully completes such seminar or program is entitled to reimbursement of expenses, including, but not limited to, tuition, CEU costs, travel, mileage, lodging, exam fees, books, and meals of up to Six Hundred Dollars ($600.00) per fiscal year, accumulating over two (2) years if not fully used, up to One Thousand Two Hundred Dollars ($1,200.00).

C. **Requesting Educational Leave.** Requests for such leave will be made in writing to department clinical manager on a record made available by ARRMC. The request will set forth the details and purpose of the program. Approval of education leave will not be unreasonably denied. It is understood by the parties that the Hospital will not be required to grant approval for a request of education leave if such leave would seriously interfere with staffing.

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**ONA Convention: Article 14.3**  
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Join the CAT

Are you interested in helping share information during our upcoming negotiations?

We have opportunities and training available for contract action team members (CAT).

For more information contact:
Susan Bruce at Bruce@Oregonrn.org

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**Winner of $1000 Prize!**

Congratulations to Dina Danley, RN for winning California Casualty’s Nurses Night Out drawing. Dina was surprised to learn of her win and plans to make good use of the prize.