Officer Election Results

We held Bargaining Unit Officer nominations in October. Per our bylaws, since none of the positions that were open were contested, we did not need to have an actual election.

Our BU officers are as follows:
- Chairperson: Fred Katz
- Vice Chairperson: Juniper Arthurs
- Secretary: Vacant
- Treasurer: Toni Asher
- Grievance Chairperson: Rob Campbell
- Communication Chairperson: David Baca
- Member-at-Large: Vacant

We are still seeking members who are willing to represent their units on the hospital staffing committee. Contact an officer or Susan Bruce for more information.

ETO & Differential Audit

Our members brought forward concerns that Earned Time Off (ETO) compensation has not included differentials as required by our contract.

Your executive team requested a limited audit from the hospital and their response was there is no error and nurses are being compensated correctly, including differentials.

While it is difficult to decipher the paystubs, the audits supported that the differentials are included.

We are working to schedule a training session to learn how to decipher the paystubs accurately to allow employees to ensure they are being paid appropriately.

Everyone should be aware however, that if you cash out your ETO those payments do not include any differentials (Article 9.7.a).

Stay tuned for training opportunities.

Membership, why it is important...

Prior to COVID-19 we had the opportunity to meet with all our newly hired RRMC RNs at their new employee orientations. We had the opportunity to share the benefits and importance of ONA membership. When the hospital stopped in-person
orientations our membership committee created an electronic ONA information presentation for our newly hired colleagues. Unfortunately, many people did not complete the education and did not understand it was required.

Along with the various benefits directly provided by ONA, your membership includes membership in AFT and the American Nurses Association. Those memberships allow you to access a wide array of member benefits that include discounts on everything from insurance to continuing education, to mortgages and more.

Membership also allows you to participate in local, regional, state and national conferences free of charge, participate in specific committees within the hospital, vote on our contract. It is also a requirement of our contract that each RN complete an ONA application within 30 days of hire or face possible termination of employment.

ONA has not sought any such actions as we have moved through the pandemic. We are now engaging in a membership campaign to ensure that all nurses who work at RRMC can utilize the benefits available and be following the language in our contract. There is no penalty currently for those who have not/did not know, about the membership requirement.

We are contacting potential members in a variety of ways including a text messaging program. Applications can also be completed in a variety of ways including: Paper copies upon request, call ONA member services at: (503) 293-0011, complete the application online by using this link or the QR code on the front page. You can also go to www.OregonRN.org/apply. If you have questions, please contact ONA member services or ONA representative Susan Bruce at Bruce@OregonRN.org.

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s statewide elections!

Nominations will open Jan. 17, 2022 and the full list of available positions open for the 2022 elections is still being finalized.

Stay tuned for more information and start thinking about how you can get involved in your statewide professional organization.

Learn more at www.OregonRN.org/Elections
We all know that RRMC has had a staffing crisis for years now. We have rarely had a single day that every unit is staffed appropriately and in compliance with the staffing plans as required by Oregon law.

The pandemic changed many things. It did not change the fact that we have and continue to fail to meet those staffing plan requirements. Then the Delta variant hit which created census the likes of which we have never experienced and hope to never experience again.

We redistributed patients into areas for levels of care not previously even considered. The hospital hired travel nurses in numbers not seen in the past, the State of Oregon provided additional travel nurses and staff at no cost to the hospital, the National Guard deployed to assist in all areas in any way they could, still we continued to be short staffed for the now routine census.

The emotional and physical impact of these working conditions have affected everyone. It has led some to leave the health care field completely or reduce their availability for their own health. Then there is the financial impact.

Staff who have committed themselves to our hospital and community for years are watching many with no commitment to our hospital or community and who sometimes are not as well skilled as our own staff get paid double to triple what we are earning. Bonuses are being offered to people now willing to join our hospital.

We have shared that it is critically important to recognize those who have shown commitment to RRMC and our community in order to maintain the exceptional standard of care our community is accustomed to receiving.

We have proposed retention bonuses in order to keep our staff here. The hospital has declined. They have agreed to increase the rate paid for working beyond your normal schedule and everyone received the equivalent of the peak bonus in October, although it was made clear, we did not reach the metrics required to earn the incentive.

Add to this the hospital decision about what accommodations to the vaccine mandate included, which was to place those with accommodations on indefinite leave of absence.

Now the end of the availability is near for the State funded travel nurses while the hospital has increased the surgical cases once again and you have the history of how we arrived at the chaos we are now accustomed to surviving.

Bargaining unit nurses have reached out individually and in groups to hospital leadership asking for recognition that will encourage our staff to stay and know that they are truly valued for all they have done and continue to do without success.

As with negotiations, we will need to take big, collective action to entice the hospital to do what is needed to keep our valuable staff and to again make RRMC an employer of choice. We need your participation in deciding what we collectively want and what we are willing to do to get those results.

Your participation is critical improve our current staffing crisis. Please complete the survey with the link below as soon as possible. We need your guidance. Survey closes Friday, Dec. 10 at noon.

If you do not receive an email from ONA with a link to the survey, please ensure ONA has your correct email address on file. If you have previously opted out of communication from ONA, you will not receive the link to the survey. Contact Memberservices@OregonRN.org to activate your ability to complete the survey.

Once the survey is complete, we will continue to ask for your support and actions to gain these much-needed changes. Our union power is based on participation of membership. We know that everyone is already giving their all and burn-out is at an all time high. Our members are the power to make change happen. Please contact Susan Bruce with any
Don’t Miss Important ONA Emails

Make sure you receive timely communications, and 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 potential causes listed below.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address, name of your employer, and state you want to be added to ONA’s email list.

Learn more about ONA email options and preferences at: www.OregonRN.org/EmailPref

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 doesn’t have your email on file.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Opted Out**: You have opted out of receiving emails.
5. **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.