The ONA executive team proposed and bargained this retention differential for ARRMC bargaining unit throughout March of this year and it went into effect Sunday, March 27.

This is the first retention differential of its kind in the Asante system and Rogue Valley. Elected member leaders David Baca, Keith Coddington, Meagan Pereira, Fred Katz and Susan Speaks were at the table advocating for this differential.

MEMORANDUM OF UNDERSTANDING

The Oregon Nurses Association (ONA) and Asante Rogue Regional Medical Center (Asante) hereby enter into the following Memorandum of Agreement in response to ongoing concerns presented by the COVID-19 pandemic.

AGREEMENT:

Effective March 27, 2022, Asante and the ONA are allowing temporary changes to the following contract specific items and policies as they relate to the declared state of emergency due to the COVID-19 pandemic. These temporary revisions will be in place until September 10, 2022 unless extended by mutual agreement of both parties. The parties agree to the following CBA revisions and other agreements:

2. Article 9.3.D – Additional ETO Accruals and ETO Policy

It is agreed to continue to provide an exemption to the ETO maximum accrual rates. The cap on the maximum accrual rate has been lifted. The maximum ETO accrual rates will go back into effect September 11, 2022. Remaining ETO accrual over the max of 1.5 times the annual accrual rate will be paid out along with 2 pay periods of additional time on the September 16, 2022 paycheck.

2. Exhibit A.11 – Economics/Incentive Shifts

It is agreed during this time period to increase the Critical Needs Incentive (CNI) Shifts to $20/hr and the Advanced Shift Incentive (ASI) to $25/hr. The higher rate for CNI is called Emergency Shift Premium (ESP) and the higher ASI rate is known as Voluntary Shift Premium (VSP). All other contract requirements for the provision of these incentives will be maintained.

3. Article 7 – Work Assignment and floating; staff reassignment

The parties agree that it is possible that non-ONA nurses from other ARRMC Departments, or Asante Corporate departments or Asante Physician Partner clinics or temporary agencies may be floated to ARRMC for short-term assignment. The ONA agrees that such nurses will not be subject to the terms of the CBA, and that the ONA will not file a grievance or other claim relating to such assignments during the term of this agreement. It is further agreed that all ONA nurses will be given scheduling priority over all other ARRMC, Asante Corporate, APP or temporary agency nurses.

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4. Retention Differential

ARRMC will provide each eligible nurse (noted below) with a $6.00/hour retention differential for all hours worked plus ETO hours paid during the time period noted. It will be paid along with regular wages on each paycheck.

Eligibility: All Fulltime, part-time and flexible/on-call nurses who worked at least 312 hours from July 4, 2021 – January 1, 2022, with an ONA seniority date prior to January 1, 2021 will be eligible for the retention differential.

Please note that the other provisions of the CBA will remain in force.

Conviction of Nurse RaDonda Vaught

The ANA and TNA statement in response

Recently, former nurse, RaDonda Vaught, was convicted of criminally negligent homicide and impaired adult abuse after she mistakenly administered the wrong medication that ultimately killed a patient in 2017.

The American Nurses Association (ANA) and Tennessee Nurses Association (TNA) released a statement expressing their disappointment with the verdict as “harmful ramifications of criminalizing the honest reporting of mistakes.”

The ANA has a long-standing history of encouraging a more Just Culture Model, rather than relying on a punitive system where mistakes are less likely to be reported due to fear.

The statement goes on to read “The criminalization of medical errors is unnerving, and this verdict sets into motion a dangerous precedent.”

In light of this, the largest nursing malpractice insurer, Nurses Service Organization (NSO), released a position statement in support of nurses, “we always have—and always will—stand with nursing professionals. In light of recent news, NSO would like to reiterate our steadfast support to the nursing profession and community... we are concerned about the dismantling of just culture in the workplace... our mission is to prioritize the needs of individual nursing professionals, rather than those of their employer”.

ONA wants to remind all nurses, regardless of where you work, to obtain your own individual malpractice insurance.

► Click here to read ANA’s full statement
► Click here to learn more about obtaining malpractice insurance through NSO
► Click here to read NSO’s full statement supporting nurses
Anne Tan Piazza Takes Over as Executive Director of ONA

On Monday, April 4, Anne Tan Piazza began as ONA’s Executive Director. Piazza has worked for the Washington State Nurses Association (WSNA) for nearly 25 years, with 16 years as an executive leader of the union and professional association. Her roles with WSNA included lobbyist, Director of Governmental Affairs and Communications, Assistant Executive Director and, most recently, Labor and Operations Executive Officer.

“At Anne comes to ONA with a deep understanding of the unique challenges facing nurses in the Pacific Northwest, and across the country, that could only be achieved through her many, many years of leadership at WSNA,” said Lynda Pond, RN, President of the ONA Board of Directors. “Anne knows the breadth and depth of our work here at ONA, from creating and advancing health care and nursing policy to contract negotiations and bargaining, to membership services and member growth. There is not a single aspect of our work that Anne doesn’t know like the back of her hand.”

Vote in Your CA 4 Election!

As per CA 4 Bylaws, the call for nominations for open positions on the Constituent Association 4 (CA 4) Board of Directors is closed and it is now time to hold the election. Members of CA 4 can vote on open leadership positions.

The following candidates were nominated for the open CA 4 positions:

Chair (1)
- Dan Richmond (Providence Medford)

Vice Chair (1)
- Janice Tecmire (Providence Medford)

Secretary (1)
- Ketura Richmond (Providence Medford)

Treasurer (1)
- No Candidates

To vote, visit the weblink below. You will be required to log into the ONA website to verify your membership status, but your vote will be kept confidential.

The purpose of our constituent association 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.

Voting opened March 31 and will close on Friday, April 14 at noon.

To log in, ONA must have an email address on file for you. If you do not have an email address on file or you are having problems logging in, please email us at news@oregonrn.org.

OregonRN.org/CA4Election
Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

Find more information at www.OregonRN.org/aft-summer.

Additionally, ONA will host two online clinics to help members understand PSLF, find out more about Summer and get the relief they deserve.

April 20 at 9 a.m.
June 6 at 4 p.m.

Sign up at www.OregonRN.org/aft-summer.

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.

ONA Convention & House of Delegates

May 17-19 in Portland

The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is Stand Up, Rise Up, Celebrate! The Power of Our Profession.

The past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward. Together, we can stand up to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can rise up and build a better health care system that values caregivers and patients. Together, we can celebrate our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19).

www.OregonRN.org/event/2022Convention