Getting to Know Your Contract

With a new contract in place, some of you may wonder “how does it affect me?” Some things that are new for Allied Health Workers (AHWs) are shift differentials and how on-call works.

**Section 5.4**

All evening shifts will be paid with a differential of $1.50 per hour and $2.85 per hour for night shift; evening shifts are designated as 15:00 until 23:00 (3 to 11 p.m.) and night shift is designated as 23:00 until 07:00 (11 p.m. to 7 a.m.).

**Section 5.5**

On-call is defined as being available to work at the request of the hospital and be paid at $4.50 per hour. If an AHW is called into work from low census on-call, they will receive the regular rate of pay for hours worked, unless the overtime pay provision applies. The AHW will be provided a minimum of two (2) hours of work; on-call pay ends when the AHW begins work.

Professional Practice Committee

The hospital has set aside $2750 for the year of this contract to allow AHW the opportunity for professional association memberships, licenses, conferences, or in-person education.

The Professional Practice Committee (PPC) shall review and recommend approval of professional association memberships, licenses, conferences, or in-person education requests and report such recommendations to the president.

The hospital encourages you to complete online continuing education units (CEU) education. To support employees in satisfying continuing education requirements, you are permitted to take online education to satisfy CEU requirements during periods of downtime during their workday with prior supervisor approval.

The hospital, at its sole discretion, may grant additional dollars for in-person education.
During Jessica’s April visit, some questions came up regarding the PPC. This committee is important and should be utilized by all AHWs to enable growth and ownership in your profession.

Educational funds are not able to be distributed without your involvement. If you are interested in joining the PPC or would like more information please contact Jessica Barnes, ONA labor representative.

As your labor union, ONA supports you in advocating for the best conditions so you can work at the top of your practice. To get the most out of the PPC allowance for professional association memberships, licenses, conferences, or in-person education, we have listed several resources below.

**Professional Practice Resources**

**Respiratory Therapy**

- American Association for Respiratory Care: [www.aarc.org](http://www.aarc.org)
- The National Board for Respiratory Care: [www.nbrc.org](http://www.nbrc.org)

**Radiology Techs**

- American Society of Radiologic Technologists: [www.asrt.org](http://www.asrt.org)

**Surgical Techs**

- Association of Surgical Technologists: [www.ast.org](http://www.ast.org)

**Laboratory Techs**

- The American Society for Clinical Laboratory Science: [www.ascls.org](http://www.ascls.org) (membership required, however could potentially be paid by PPC)

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**Bargaining Unit Leadership Conference, June 25**

This year’s Bargaining Unit Leadership Conference will look at the concept of Bargaining for the Common Good (BCG), how it impacts bargaining in health care, how it impacts our communities we care for, and how ONA might utilize these concepts to further our commitment to diversity, equity and inclusion (DEI) in the future.

Bargaining for the Common Good is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, social justice advocates and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Join us virtually for ONA’s 2021 Bargaining Unit Leadership Conference, Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

**Friday, June 25**

8:30 a.m. - 4:30 p.m. Virtual Event

**Continuing Education**

Limited continuing nursing education contact hours will be available.

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

Registration is open through June 4. Visit [www.oregonrn.org/event/2021BULC](http://www.oregonrn.org/event/2021BULC) to register.