IT’S ELECTION TIME

It’s time to hold elections for our Samaritan Albany General Hospital ONA executive committee.

We are seeking self-nominations for all positions: Chair, Vice Chair, Secretary, Treasurer, Grievance Chair, Membership Chair, and Nurse Education Chair (formerly PNCC).

Please see the description on duties in Article 6 of our bylaws (beginning on page 7) at this link: bit.ly/3w7rRE3

Or scan the QR Code below:

Any bargaining unit member in good standing may self-nominate by sending an email to Aguiar@OregonRN.org by January 31.

The two-year terms of the current incumbents expire on March 15. They are eligible to serve another two-year term. If any office is contested, an election will be held on February 23.

Our executive committee generally meets every five weeks via teleconference. Much of the work is accomplished via email. Contact information for executive committee officers is posted in our breakrooms and their names are listed on our webpage. Executive committee officers are frequently contacted by members with contractual and work-related questions. While not required, it is helpful if officers are trained as stewards.

These are volunteer positions. Our leaders serve without any pay, except they may receive a modest stipend to cover any PTO they use to attend bargaining sessions or other meetings.
Other Opportunities to Get Involved

**Labor Management Cooperative Committee**

We are seeking a member to serve on our Labor Management Cooperative Committee, where our leaders meet with nursing administration. The group focuses on shared governance by sharing information and also attempts to resolve non-contractual issues. It meets several times a year. Committee members are paid for meeting time and other related tasks. Article 23 (page 52) of our collective bargaining agreement provides more information.


**SHS Health Insurance Advisory Committee**

We have a vacancy on SHS Health Insurance Advisory Committee, which meets annually. The purpose of the committee is to review claims experience, utilization, and trends in the insurance industry. The nurse is paid for attending meetings. (See Section 14.I, page 34 of our collective bargaining agreement.)

If you are interested in joining either committee, please email Aguiar@OregonRN.org.

Incorrect Language in Printed Contract

Due to an inadvertent error, our printed contract has the wrong language on holiday pay in Article 8.C, paragraph 14, pages 21 and 22.

Unfortunately, the printed version contains our proposal, which was rebuffed by the employer.

Instead, we accepted their offer, which was to retain the existing language from the previous contract. In essence, holiday pay continues as before. The employer has paid employees according to the ratified language beginning Labor Day last Fall.

See the accompanying text box on the next page for the correct language, which also appears in the online version of our contract, which can be found here: https://bit.ly/3CZE3KG.

In reviewing the redline to prepare the final printed draft, both bargaining teams missed this error.

We apologize for this mistake. This blunder shows that we are human, but also the time spent in preparing the contract for final printing is an onerous and detailed process.

In addition to checking the final ratified language, the review process includes formatting each page and the time spent at the printer.

Continued on page 3
We are diligent and vigilant in these efforts so altogether it may take several months after ratification to prepare the final printed document.

**BELOW IS THE CORRECT LANGUAGE PER TA OF JUNE 17, 2021**

All employees will be expected to continue sharing the responsibility for working on holidays. Holidays include New Year’s Day, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve Day and Christmas Day. Hours worked on such holidays shall be paid premium pay at one and one half (1 1/2) times the employee's regular straight time rate of pay when the majority of hours worked fall on the holiday. The Holiday is defined as the twenty-four (24) hour period from midnight until 2359 on the date of the holiday.

[PRINTED CONTRACT IS NOT CORRECT]

### Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

**YOU KNOW IT MATTERS ● YOU KNOW YOU CARE ● HELP MAKE AN IMPACT!**