This coming Wednesday, Jan. 20 is the deadline for self-nominations to serve as an officer or on our Samaritan Albany General Hospital ONA executive committee. Collectively, our executive committee guides our BU in grievances, job actions, bargaining and supporting nurses in factfinding/disciplinary proceedings.

To serve as an officer, any ONA member in good standing is eligible. Interested nurses, including current incumbents, must self-nominate by completing this consent to serve form before January 20, 2021 www.oregonrn.org/page/sagh-nominations

We will have vacancies for nine officers:

- Chairperson
- Vice-Chair
- Secretary
- Treasurer
- Grievance Chair
- Membership Chair
- PNCC Chair
- and up to two additional bargaining unit members.

The duties for each of these offices are described in our bylaws, which can be found here: www.oregonrn.org/resource/resmgr/sagh/sagh-by-2009-10-15_rat_-upd.pdf
**Success In Hospice Outpatient On-Call Grievance**

**New Side Letter Removes Mandatory Call**

In the past, Hospice Outpatient nurses were required to pick up mandatory call on overnight shifts whenever one of their administrators (ADMs) were sick or took vacations. Late last fall, one of the ADMs was on extended sick leave. Hospice Outpatient nurses recognized the danger of filling in all of those empty shifts on top of their existing day shifts.

We reached a successful resolution that produced a new side letter, which can be found [here](#). Hospice Outpatient nurses are no longer required to pick up on-call shifts when their ADMs are absent!!!

As steward Chris Holden said, “It is amazing what we can all bring to problem solving when we care. And when we have good advice and communication. Everyone participated in this [grievance].”

Holden was supported by fellow steward Josh Baley and Contract Action Team member Cindi Mintun. The unit nurses joined together to ask our employer to consider other options. As a result, the side letter says on-call night shifts are optional. It also provides incentives to encourage nurses to pick up those call shifts.

We filed an association grievance as the vehicle to have those conversations with our employer. However, nurses united in these job actions that led to success:

- 95% signed a petition in support of the grievance
- 75% showed up for the step one grievance meeting
- 20 nurses submitted personal statements/narratives explaining their support for the grievance, which we shared with our CNO

Holden credits Baley’s effort to gain signatures on our petition. She says, “he was ‘Captain Petition’ to get (finally) 100 percent signatures. He hunted them down! That showed we were serious! We can make a difference at Samaritan Health System with focus, patience, compassion and smart communication.”

This is a great example of how one unit can demonstrate solidarity through unity actions to move our employer.

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**Steward Trainings**

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward, grievance handling and building worksite power trainings all focus on representing your coworkers and problem-solving workplace issues. Find the training that works best for you!

**Space is limited so register today at:**


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**Introductory Steward Training**

- Thursday, January 28, 2021
- Saturday, April 17, 2021
- Saturday, June 19, 2021
- Tuesday, September 21, 2021
- Thursday, December 9, 2021

**Grievance Handling Training**

- Saturday, February 27, 2021
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, October 9, 2021

**Building Worksite Power Training**

- Tuesday, March 16, 2021
- Saturday, August 7, 2021
- Wednesday, November 10, 2021