Hello Oregon Nurses Association/Saint Alphonsus Health System nurses!

This is ONA labor representative Nicholas Bowling, RN and I wanted to reach out personally and provide the facts.

- Saint Alphonsus Medical Center in Baker City and ONA have a professional labor partnership with a contract in effect and their bulletin boards in place.

- Saint Alphonsus Medical Center in Ontario (SAMCO) has stopped honoring its contract with us, refuses to meet, bargain, extend the contract, and has removed your ONA bulletin boards.

- SAMCO/ONA contract is in full effect until June 30, 2022, which Dina Ellwanger, President and CNO recognizes and acknowledged in an email to ONA on April 2, 2022.

Without contract, nurses at Ontario could lose the following and more:

- Article 4 Work and Pay Practices
- Article 6 Seniority
- Article 7 Health & Welfare
- Article 8 PTO
- Article 9 Leaves of Absence (LOA)
- Article 10 PNCC
- Article 11 Professional Development

**Others include:** Clinical Ladder, Pay Policies of Appendix A and more benefits and rights in your contract (contract link).

- Without a contract we will lose!

We are circulating a petition in Ontario to show the employer that they are wrong. Please let your coworkers keep their union and let’s see what we can accomplish together.

ONA is prepared to enter contract negotiations with SAMCO once they recognize our binding agreement which is effective through June 30, 2022.

If nurses are prepared to stand together, ONA commits to fight for a fair contract which recognizes the sacrifices all Saint Alphonsus nurses have made through the pandemic and recognizes the undeniable value and

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care nurses continue to provide for your communities.

► ONA filed a grievances with SAMCO to provide the same COVID-19 incentives and extra shift bonuses as paid to St. Saint Alphonsus Hospital System (SAHS) Boise / Nampa nurses received since August 8, 2021. Per Appendix A of your contract. ONA has filed a grievance to make nurses “whole” and provide retroactive pay since August 8, 2021.

► A point nine (.9) FTE nurse working since August 8, 2021 who picks up one additional shift per four weeks would be owed about $3,888. How much would you be owed? To learn more, read the article Clock is Ticking.

► We have filed an unfair labor practice (ULP) complaint and have asked the National Labor Relations Board (NLRB) to step in and stop the Saint Alphonsus Medical Center Ontario from ignoring the contract.

► We are also preparing a class action lawsuit for unpaid wages related to the wage grievance.

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I invite folks to come speak with me in person. I will be at Lion’s Park near the red picnic shelter daily through May 1 from 4:00 – 8:30 p.m.

Stop in your spare time, before shift, after shift, or on a break.

I also invite folks to call, text, or email at their convenience.

Sincerely,

Nicholas Bowling, RN
Labor Representative
(208) 305-2529
Bowling@OregonRN.org

Union Benefits

Nurses who have joined ONA see immediate positive impacts in their workplace in a variety of areas:

- **Wages:** Nurses who join ONA successfully negotiate substantial wage increases. At the conclusion of one organizing campaign, nurses obtained a 25% wage increase, bringing them in line with other area hospitals.

- **Retention and recruitment:** Organized bargaining units often end the slow erosion of experienced nurses leaving the hospital because of poor working conditions. In addition, those same hospitals become attractive to new nurses seeking jobs who before stayed clear.

- **Voice in the workplace:** Whether the issue is lower than market wages, high health insurance premiums, unsafe staffing, mandatory overtime, or excessive furloughs, nurses that organize are able to work together to make incremental improvements through contract negotiations, labor-management committees, and concerted activities.

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Education, Conferences & Events

If you are interested in having a training offered at your unit, please contact your labor representative:

- **Steward training** covers how to uphold the terms of the contract and represent co-workers in grievances against the hospital.

- **Negotiation Strategy training** for negotiating-team members on how to prepare for and then negotiate a contract with your employer.

- **Staffing Committee trainings** for nurse staffing committee members on how to develop and maintain a staffing plan that accounts for the acuity of the patients.

- **2023 Bargaining Leader Unit Conference** for bargain-unit leaders that allows them to share issues and set the direction of ONA.

We are **ONA**
ONA currently represents over 15,000 nurses at more than 50 bargaining units located throughout the state. The contracts ONA nurses obtain raise the bar for wages, benefits, and other conditions of employment for all nurses.

More importantly, the contracts give nurses a voice in the workplace to address patient care and safety.

With more than a century worth’s of experience as a professional association and our fifty years of experience as a union, ONA is uniquely capable of addressing all nursing issues and concerns.

All links in this newsletter can be found by going to your ONA webpage at www.OregonRN.org.

ONA Bargaining Unit Accomplishments

Wage Protection and Enhancement
ONA has provided registered nurse wage protection and enhancement for the past 20 years.

ONA nursing wages have increased 135 percent in the past 20 years compared to a general consumer price index increase of 60 percent.

ONA has also achieved even greater pay for more experienced practitioners resulting in a 172 percent increase over this same period for our most senior nurses (expanded number of pay steps).

Due to ONA’s advocacy, nurses are now being increasingly recognized for their individual professional work experience wherever they may have practiced when placed on the pay scale. This allows nurses’ professional choice and employment mobility without loss of pay when changing employers.

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<th>Start</th>
<th>Mid</th>
<th>Top</th>
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<tbody>
<tr>
<td>Average ONA Wage Increase</td>
<td>135.78%</td>
<td>134.89%</td>
<td>171.89%</td>
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<tr>
<td>over 20 years</td>
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<td>Average ONA Wage Increase</td>
<td>6.45%</td>
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<tr>
<td>per year</td>
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<td>Average Total Consumer</td>
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<td>Price Index Increase</td>
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<td>Average Consumer Price</td>
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<td>Price Index Increase Per</td>
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<td></td>
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<td>Year</td>
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Many ONA nurses have gained economic parity with other regional facilities during their organizing drives or negotiations. For example in the Spring of 2005, ONA nurses’ wages increased 27 percent at Mercy Medical Center in Roseburg in direct response to ONA’s organizing drive and negotiation. For the first time they were competitive with Eugene and Medford nurses.

Enhanced Professional Voice and Shared Governance
ONA representation has enhanced professional voice and moved toward a shared governance model for nurses in their practice settings through the establishment within our contracts of labor-management committees, unit-based practice councils, Professional Nurse Care Committees, and Staffing and Safety Committees.

Contract Protection Promoting Work-Life Balance
ONA has achieved contract protections that promote work-life balance.

Predictability of work schedules and assignments are contractually addressed allowing nurses to maintain a private life away from work. This typically includes no changes in work schedules once posted, as well as, limitations and economic disincentives for employers to schedule nurses to work variable shifts, consecutive weekends, excessive shifts and call. Vacations once granted cannot be rescinded. These provisions provide a balance between a nurse’s private and professional life, allowing the nurse to fulfill family and other obligations.

Guaranteed rest breaks and meal periods have been incorporated into our contracts and enforced by...
ONA Bargaining Unit Accomplishments

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grievances and negotiated settlements. At Rogue Valley Medical Center ONA achieved a rest/meal settlement worth $511,000.

**Assuring Fairness**
The ONA represents nurses individually and collectively assuring fairness while avoiding favoritism.

All ONA contracts have a built-in insurance policy known as a grievance procedure that ends with a neutral third party arbitrator. The arbitrator makes a final determination about the fairness of an employer’s actions. Many nurses have used this process to reverse unjust disciplines and to be reinstated after being improperly discharged. Contract language and the payment of benefits have been enforced utilizing this same type of representation. In a 2008 arbitration ONA won adjustments to pay step placements for nurses at Mercy Medical Center worth over $300,000 in back pay.

ONA also protects the rights of nurses by filing ULP complaints against employers with federal or state agencies when appropriate. During the OHSU strike in 2001 ONA won a settlement for $330,000 for improper bonuses paid to strike-breaking nurses.

ONA has promoted and implemented objective job bidding criteria, assurance of fair nursing unit reorganizations and layoffs when necessary, etc.

**Differential Pay for Clinical Expertise**
ONA has advanced professionalism by implementing differential pay for clinical expertise in many of our contracts. This includes extra pay for clinical ladders, national specialty certifications and BSN/MSN degrees. It also includes educational funds and release time for educational workshops and training of the nurses’ choosing to advance career goals.

**Improvement of Night Shift Staffing**
Night shift staffing has been dramatically improved within the nursing industry by establishing night shift differentials of up to 22% of a nurse’s base wage rate. Over the past 10 years ONA pushed and achieved this type of recognition for night shift work when it became apparent that hospitals could not retain experienced night shift nurses. Staff turnover rates and therefore patient care has dramatically improved with these significant differentials.

**Protecting Patient Care in Home Health and Hospice Settings**
ONA has stopped pay practices that are detrimental to patient care in Home Health and Hospice settings. In 2008 the ONA sponsored a bill to prohibit pay-per-visit nursing visits so that nurses would not have to choose between cutting short their home visits to make more money for themselves and their employer.

Your Rights as a Union Member

Being a member of ONA gives you rights that you would not otherwise enjoy unless you were part of a union.

- **A contract with your employer:** One right is the ability to get your employer to adhere to a negotiated contract that sets the terms on a variety of topics, including wages, overtime, health care, layoffs, and staffing.

- **Grievance Process:** All of ONA’s contracts allow nurses to grieve alleged violations of the contract, giving you recourse when your employer unilaterally changes your working conditions.

- **Collectively improving your workplace:** Another right is the ability to positively change your working conditions in conjunction with your fellow nurses on issues such as staffing levels, workplace safety, and practice standards.

- **Representation:** ONA nurses enjoy the right to be represented when they are subjected to retaliation, discrimination, or baseless disciplinary actions.

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Your Rights as a Union Member

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Not every category of membership has access to all of the benefits. The following chart shows which membership categories have access to which benefits.

<table>
<thead>
<tr>
<th>Professional Union Members</th>
<th>Professional Association Members</th>
<th>Student Affiliate Members</th>
<th>Fair Share Payers (non-member)</th>
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<tbody>
<tr>
<td>Advocating For Nurses</td>
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<tr>
<td>Professional Development</td>
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<td>CE Credits/Conference Discounts</td>
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<td>Collective Bargaining</td>
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<td>Leadership Opportunities&amp; Trainings</td>
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<td>Newsletters &amp; Communication</td>
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<td>ONA Consumer Benefits &amp; Discount</td>
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<td>Scholarships</td>
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If you have questions about ONA membership, please contact us at memberservices@oregonrn.org, or (503) 293-0011.

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 is hosting an online clinic to help members understand PSLF, find out more about Summer and get the relief they deserve.

June 3 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.
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.

“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.”

► Click here to learn more

Develop Your Skills to Build a Stronger Union

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.

There are three different steward trainings offered throughout the year. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Learn more and register for the trainings at:

www.OregonRN.org/Steward-Training