Come Meet with Ateusa Salemi, RN
Our Labor Representative

Ateusa will be in Ontario Friday, Jan. 17 from 2 - 6 p.m. in Conference Rooms 1, 2, 3. She will be answering questions about our new contract in addition to providing other information about ONA’s upcoming Convention and House of Delegates. She will also have a copy of our wage scale with her. Come by and check your placement on the wage scale and seniority list!

Stop in for a snack and say hi! There will also be a coffee drop in meeting on Saturday Jan. 18 from 10 a.m. -1 p.m. at Jolts and Juice, downtown location.

Did You Receive Your Bonus?

As part of our contract negotiations, a lump sum bonus of up to $1500 will be paid with the second full pay period following ratification. This means that nurses should receive the bonus on their Jan. 24 paychecks. And send a big thank you to your team for their hard work!

Contract Corner

This issue’s Contract Corner focuses on Section 12, Discipline and Discharge. The full section can be found on the bargaining unit website. We often get questions about the difference between having a contract and not having a contract and how that relates to an employer’s ability to hire and fire. For nurses in Ontario, the union contract means that you are no longer “at will” and the hospital must have “just cause” to discipline or terminate your employment.

Section 12.1. Just Cause.
No nurse shall be disciplined or discharged without just cause. A non-probationary nurse who feels s/he has been suspended, disciplined or discharged without just cause may present a grievance for consideration under the grievance procedure. Verbal coaching or counseling (as distinct from a verbal or written warning) and review of performance expectations or evaluations shall not constitute discipline. Verbal warnings shall be summarized in writing and presented to the nurse at the time of the warning. In applying the SAHS system-wide disciplinary policy, any discipline received at another hospital within the SAHS system shall be included in a nurse’s disciplinary record.

“At will” employment is defined on the Bureau of Labor and Industry (BOLI) site as follows “Oregon courts have long followed this general rule of “at-will” employment. This means that generally, in the absence of a contract or statute to the contrary, Oregon employers may discharge an employee at any time and for any reason, or for no reason at all.”

Apply to be a Delegate at the 2020 House of Delegates

The call for delegates to the ONA House of Delegates at the 2020 ONA Convention is open until Jan. 31, 2020. See here for details. St. Alphonsus Ontario can send up to three delegates to ONA’s House of Delegates.
Be the First to Know with ONA Text Updates

Don't miss critical information about St. Alphonsus - Ontario meetings, bargaining updates and local and statewide events or other important ONA news.

To receive ONA texts for SAO:

Text ONASAO to 43506


Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, have built in spam/junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Spam/Junk Filters**: Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email**: ONA does not have an email on file for you.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out**: You have opted out of receiving emails.
6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.