Negotiations Resume: Still Standing Strong for Top Priorities

Oregon Nurses Association negotiations with Silverton administration resumed on June 26, with proposals exchanged on nearly all topics, by both sides, in hopes of reaching a tentative agreement soon. Our ONA team is working hard to find common ground that improves our workplace and the care for our patients, while staying strong on the top priorities voiced by ONA members in our midterm bargaining survey.

We reminded management that competitive wages, an appeal process for step placement, protections in the corrective action process, regular labor management & professional nursing care committees (PNCC) meetings, and increasing the Legacy shift incentive ranked highest among our priorities. Management heard us and countered by increasing their wage proposal for 2020 to 2.5 percent (they had previously offered 2 percent). Additionally, management offered language that gets us very close to agreement on the corrective action process.

We reached a Tentative Agreement on Article 10 Employment Status, which you can read in full here. We are excited to report that in Article 10, we’ve protected local seniority in hiring for new positions, so that nurses coming from elsewhere in the Legacy system have lesser priority in hiring than an equally qualified nurse from our facility.

While progress was made, there are still several major priorities set by our membership, so we will be returning to the table this Friday, June 29 - 8 a.m. - 2 p.m. to continue negotiations. You can read the full text of ONA’s proposals here, and management’s proposals here.

As negotiations are focused on the remaining issues, we invite all nurses to come and observe the process. Please come to negotiations this Friday (8 a.m. - 2 p.m. in conference room G) to show management we’re still standing strong and united!

Please watch for upcoming monthly ONA conference calls for all Silverton ONA members to join. We'll be checking in monthly, so we can share information with each other to improve our hospital!

Come to negotiations!
Friday, July 29 - 8 a.m. to 2 p.m.
Conference room G

Dues Rate Clarification

The ONA dues rate for Silverton nurses is $41.44 per pay period. Full-time students, recent graduates or nurses working less than 64 hours per month may qualify for a reduced rate.

Nurses who qualify for a reduced rate should fill out the “reduced dues” rate checkbox at the bottom of their ONA membership application. If, during the course of employment at Silverton, a nurse’s FTE changes (or if they become a full-time student), they should email or call ONA membership services to flag the need for a change.

Historically, Legacy Silverton has not provided ONA with the total hours worked by individual nurses. Because of this, it was not possible for ONA to determine whether a nurse qualified for a change in their dues rate unless a nurse initiated the change.

It’s recently been brought to our attention that a handful of nurses who may qualify for the reduced rate (i.e., are working less than 64 hours per month) did not initiate a change in their status with ONA.

Amber Cooper and Peter Tranby have been working hard to improve information sharing practices. Moving forward, Legacy has agreed to provide ONA with updated hours
worked information. ONA will run an audit of hours worked every 6 months to identify nurses who may be eligible for a rate change. In order to qualify, a nurse must still apply for a change in status and provide documentation, as needed.

If you believe your dues rate needs to be updated. Please contact Ruby Ferrell, ONA Member Services, 503-293-0011 x1357.

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the Nurse Leadership Institute (NLI).

The ONA NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

2018-2019 Schedule

There are six sessions taking place over a seven-month period. Participants are expected to attend all sessions in their entirety.

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| Session #1 | Friday, Sept. 14 (evening only)  
Saturday, Sept. 15  
Sunday, Sept. 16 |
| Session #2 | Friday, Oct. 26                           |
| Session #3 | Saturday, Dec. 8                          |
| Session #4 | Friday, Jan. 18                           |
| Session #5 | Saturday, March 2                         |
| Session #6 | Saturday, April 13  
Sunday, April 14 |

Applications are due by Aug. 3. Visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI