Nurses from several departments have raised the issue of whether charge nurses should be in the same rotation for low-census as all other nurses. The language in our current union contract—in effect through March 31, 2021—states that everyone is to be in the same rotation. However, we can amend or adjust the language in the contract before it is set to expire, if we, as union nurses, and Silverton Hospital (SIL) management both agree to make changes. Because ONA is a democratic, member-run organization, we will not agree to any changes to our contract or approach SIL to begin negotiations unless a majority of ONA members at SIL decide it’s a good idea.

We want to hear from you! Online voting is Tuesday, Nov. 19 at 10 a.m. to Monday, Dec. 2 at 2 p.m. There will be two in-person voting opportunities. The first will be Thursday, Nov. 21 in the Café from 9:30 - 11:30 a.m. and 6:30 - 8:30 p.m. and the second vote will be Tuesday Nov. 26 from 11 a.m. - 1 p.m. in the Café.

What we might propose to SIL management: If a majority of nurses vote “yes” for the low-census rotation to change, we would ask charge nurses to still take some low census, but to take their turn at the end of the rotation. A charge nurse could still be low-censused, but not until all other regular nurses have taken one shift of low-census during that pay period. The order in which all the other nurses would receive low-census would still be determined based on whoever has the lowest percentage of low-census time.

When the primary charge nurse eventually takes a turn at low-census, the relief charge nurses would still fill in as charge. Because we can’t foresee all the impacts a change like this might have on our bargaining unit, we would want to do this as a half-year trial, which would give affected ONA members an opportunity to reassess at the end of the six months.

For this particular vote, the executive board of ONA at SIL is going to look at the results of the vote for the entire hospital, and also for individual departments to determine whether there are departments with unique needs. If a majority in just one department votes “yes,” we may proceed to negotiate a letter of agreement that would only affect that department.

We recognize this is an issue many of you feel passionately about, so we are encouraging nurses to talk with one another and discuss this collectively. A union is strongest when we come together to collectively discuss issues to make our workplace better. We encourage all nurses to be open to these conversations to learn from each other.
Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit [www.OregonRN.org/OnlineCE](http://www.OregonRN.org/OnlineCE) to get started.

Update Your Contact Information

If you have recently moved, changed phone numbers, changed e-mails or need to update your contact information for any reason, please [click here](http://click.here) to learn more and fill out the appropriate form.

It’s important to let ONA know of any changes that might impact your status or dues.

If you have changed jobs, had a change in job status (like a change in FTE) or if you need to update your payment information, please call ONA’s membership department at (503) 293-0011.

Our union’s bylaws state that in order to participate in votes such as this, you must be a member of our union in good standing. Not only does being a member offer you a voice in decisions made in your union, but it shows Legacy that we are standing together to improve our lives and the lives of our patients.

Meet Our New ONA Labor Representative

Aaron joined ONA as a labor representative in 2019. A native of the Pacific Northwest, Aaron has been working professionally in the labor movement since 2006, during which time he has helped thousands of nurses and other healthcare workers form unions, win and enforce labor contracts, and effectively advocate for their collective interests.

In those rare moments when he’s not organizing or thinking about organizing, Aaron can often be found reading or playing music.