Sky Lakes Medical Center (SKY) decided to move their retirement program from a 401(a) to a 401(k) plan starting in October. The annual contribution that would have been made into your 401(a) account will now be deposited in to a 401(k). This will be done before May 2020.

Starting in October, other hospital employees will have contributions go into the account biweekly. The current ONA contract stipulates contributions will be on an annual basis. SKY would like to contractually change that language to allow for biweekly contributions.

Differences between a 401(a) and 401(k) plan are laid out in the following chart provided by the hospital.

Please see the Sky Lakes ONA Web page for the full letter provided by Human Resources as well as the chart below.

Sky Lakes ONA Executive Team will review it on Monday, Aug 12 at the Board Meeting 6:30 - 8 p.m. For location and/or concerns regarding changing the contract language, please email your labor representative Liz at Weltin@OregonRN.org.

2019 SKY LAKES RETIREMENT PLAN COMPARISON

<table>
<thead>
<tr>
<th></th>
<th>401 (a) Plan 57482</th>
<th>401 (k) Plan 73275</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Plan Year</strong></td>
<td>Fiscal year October 1 to September 30</td>
<td>Calendar year January 1 to December 31</td>
</tr>
<tr>
<td><strong>Plan Eligibility</strong></td>
<td>Minimum age is 21</td>
<td>No minimum age requirement</td>
</tr>
<tr>
<td></td>
<td>Minimum is 1 year of service</td>
<td>No minimum service requirement</td>
</tr>
<tr>
<td><strong>Hours Worked</strong></td>
<td>Requires you work at least 1000 hours per fiscal year</td>
<td>Must be in a .5 or greater status position - No minimum hour requirement</td>
</tr>
<tr>
<td><strong>Contribution Amount</strong></td>
<td>5% of eligible annual earnings, after eligibility requirements are met.</td>
<td>5% of eligible gross pay each pay period.</td>
</tr>
<tr>
<td><strong>Vesting Schedule</strong></td>
<td>5 years - After completing each year you gain 20% vesting - After completing 5 years, fully vested at 100%</td>
<td>5 years - After completing each year you gain 20% vesting - After completing 5 years, fully vested at 100%</td>
</tr>
<tr>
<td><strong>Methods of Payment</strong></td>
<td>1 annual lump sum payment</td>
<td>26 payments per year made on a bi-weekly basis</td>
</tr>
<tr>
<td><strong>Matching Program</strong></td>
<td>No match</td>
<td>1% contribution from the employer if the participant contributes 3%; 1/3% for each 1% contributed by the participant</td>
</tr>
</tbody>
</table>
### Important Dates

**ONA/SKY Executive Meeting**

Monday, Aug. 12
6:30-8 p.m.
email your labor representative Liz at Weltin@OregonRN.org for location at a private residence

**Last Day to Nominate for Interim Officers**

Sunday, Aug. 18, 2019
Midnight
Click here to nominate someone

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### ONA Leadership Congress and Staffing Policy Assembly (SPA)


**ONA Leadership Congress**

- **Date:** Thursday, Oct. 3, 2019
- **Time:** 1-5:30 p.m.
- **Location:** Hilton Garden Inn, Springfield

The 2019 ONA Leadership Congress will provide all current and incoming nurse leaders an opportunity to give feedback on what it means to be a leader in ONA and help inform what leadership will look like in the future. There will also be discussions about potential ONA bylaws changes and resolutions that may be brought to the ONA House of Delegates.

The event is open to all current and incoming ONA leaders holding positions in governing bodies, as well as any ONA member who wants to be more involved in shaping the future of the organization.

To register for either or both days, please visit [www.OregonRN.org](http://www.OregonRN.org)

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### ONA Staffing Policy Assembly (SPA)

- **Date:** Friday, Oct. 4, 2019
- **Time:** 9 a.m. - 5 p.m.
- **Location:** Hilton Garden Inn, Springfield

Join ONA for a SPA day! The ONA Staffing Policy Assembly (SPA) is an opportunity for ONA members to discuss staffing issues and guide the organization in determining next steps in the fight for improved staffing. Some goals for the SPA are to determine ways to improve regulation of the current Oregon Hospital Nurse Staffing Law and establish priorities for legislation going into future legislative sessions.

**Agenda for the day:**

- ONA's nurse practice consultants will provide an overview of the staffing data and research
- Oregon Hospital Nurse Staffing Law training
- Panel presentation of what is working, what challenges still exist and where we go from here
- Overview of potential legislation
- Workgroup session

Visit ONA’s Facebook page from 2-2:30 p.m. on Aug. 14, 2019 to hear from our nurse practice consultants.

They'll be taking questions about everything from nurse staffing and scope of practice to continuing education. If you can’t see it live, it is archived for viewing later.

[www.facebook.com/OregonNursesAssociation](http://www.facebook.com/OregonNursesAssociation)