Get to Know Your New ONA Officers!

Misty Gravem, RN, Secretary of the ONA/SKY Executive Committee

Graduated what year? 2015
From what school? Central Oregon Community College
Nursing for how long? Four years
At Sky Lakes for how long? Three years
Current unit? Family Birthing Center

Why Klamath Falls? I was born and raised here, I am here now to be close to my family and loved ones.
Something fun about yourself: I love to spend time outside or doing crafts.

Why you decided to serve and/or what ONA means to you: It is a true honor to be able to make a difference in our patient’s lives and to be a part of positive change for our co-workers/work place.

Ashley Chen, RN, Treasurer of the ONA/SKY Executive Committee

Graduated what year? 2018
From what school? OHSU, Klamath Falls
Nursing for how long? One year and two months
At Sky Lakes for how long? One year and two months
Current unit? OR/Surgery

Why Klamath Falls? I moved here for school.
Something fun about yourself: I love spending time with my furbabies and being outdoors.

Why you decided to serve and/or what the union means to you: I decided to serve because of my previous experience as a treasurer and thought this would be a great opportunity for me to grow!

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit www.OregonNursesFoundation.org for more information or to donate.
Retirement Plan Changes Update

Sky Lakes ONA executive team has been working with Human Resources to reach an agreement on how supplements can continue to earn retirement benefits under the new changes coming with the move to a 401(k). Below is the proposed Letter of Agreement (LOA).

Letter of Agreement
Between
Sky Lakes Medical Center
and
Oregon Nurses Association

Sky Lakes Medical Center (SKY) and the Oregon Nurses Association (ONA) mutually agree to a change in Article 25—Group Insurance Benefits, Pension and HIV/Hepatitis Fund. This change is necessary following the conversion of the existing 401(a) plan to a 401(k) plan.

The parties therefore agree to modify Article 25 of the Collective Bargaining Agreement as follows:

Section 3. Pension Contributions

1. All employees that are .5 or greater status will have 5% of their plan eligible compensation contributed to an account in the 401(k) plan every two weeks after October 1, 2019. Plan eligible compensation is generally an employee’s taxable wages for federal income tax purposes reportable on IRS Form W-2 with certain adjustments. An employee’s pre-tax contributions to various benefit programs are added back (getting to more of a “gross” pay concept for calculating the 5% contribution). Certain types of taxable fringe benefits are excluded, such as unused leave cash outs, and the 5% contribution is not made on those amounts.

2. Supplemental employees will be reviewed once each year. If the employee has worked more than 1000 hours in a year, a contribution of 5% of eligible compensation earned during the plan year for work as a supplemental employee will be contributed into an account in the 401(k) plan for the employee.

3. If an employee is in a half-time or greater position and transfers to a supplemental position or if a supplemental employee transfers to a half-time or greater position the following will rule.

   a. All worked hours in the year will count towards the 1000 hours.

   b. The contribution mentioned in #2 will be made only with respect to the compensation earned in the payroll periods during which the employee was a supplemental employee.

   c. The employee will retain any contributions that the employee received, while in a regular status position.

For example, a nurse in a FTE from January-June, would receive biweekly payments into a 401(k) in that time period. The nurse then moves to a supplemental position July-December. The nurse would keep the prior 401(k) deposits but would not continue to receive biweekly payments. After the end of the year, a look back would take place counting all hours worked at the hospital including time worked in a FTE and as a supplemental nurse.

If in that past year, the nurse worked at least 1000 hrs, the nurse would qualify for a pro-rated one time deposit for the time period (July-December) the nurse worked as a supplemental.

The parties agree this change is effective with the first full pay period of October, 2019.

Unless otherwise negotiated through the bargaining process, this Letter of Agreement shall expire on December 31, 2020.