Nurses Week Celebration 2021

Nurses week was May 6-12. You deserved a celebration for all you've done over this last difficult year and we wanted to do it with style! Thank you to our outstanding nurses, this amazing hospital would not be possible without you! Thank you.

Because one week isn't enough to celebrate nurses, the American Nurses Association (ANA) Enterprise joined with the World Health Organization and global colleagues in extending the Year of the Nurse and Midwife into 2021 because of the impact of the pandemic. They also declared May as Nurses Month, featuring resources and celebrations available online all month long.

Visit www.oregonrn.org/nursesWeek2021 to learn more.

Know Your Contract

How to File a Grievance

The purpose of this section is to simply inform the start of the grievance process; for full details please refer to your contract or contact your unit steward or labor representative.

Article 14

Article 14 provides the method for the settlement of disputes arising from the interpretation and application of any provision within the contract set forth by the hospital and the bargaining unit (BU).

Any such dispute shall be defined as a grievance and must be presented and processed in accordance with the following steps, time limits and conditions provided herein, except that by mutual consent. Grievances may be advanced or referred back for consideration, and time limits may be adjusted. It is the intent of the parties that grievances be adjusted informally, whenever possible.

Step 1

Any nurse may first present a grievance to the department manager within thirty (30) calendar days of the date of occurrence or when the nurse should have reasonably known of the occurrence.

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The written grievance shall describe the conduct which allegedly occurred, state the section of the agreement allegedly violated, and the remedy sought. The department manager shall give a written decision to the grievant, with a copy to the association, within fifteen (15) calendar days of receipt of the grievance.

If the nurse is dissatisfied with the decision of the department manager, the nurse may pursue the matter further by submitting the grievance to the vice president of nursing, or their designee, within fifteen (15) calendar days from the postmarked date of certified mailing or personal delivery to the grievant or their association representative of the department supervisor’s response or date when the response was due if none is given.

When in Doubt File

If you feel you need to file a grievance, please proceed with the process. Grievances are meant to provide a way to resolve conflict in a professional manner. The filer of the grievance will not be punished nor will there be retribution toward the grievant.

Bargaining Unit Leadership Conference, June 25

This year’s Bargaining Unit Leadership Conference will look at the concept of Bargaining for the Common Good (BCG), how it impacts bargaining in health care, how it impacts our communities we care for, and how ONA might utilize these concepts to further our commitment to diversity, equity and inclusion (DEI) in the future.

Bargaining for the Common Good is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, social justice advocates and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Join us virtually for ONA’s 2021 Bargaining Unit Leadership Conference, Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Continuing Education

Limited continuing nursing education contact hours will be available.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

Registration is open through May 26. Visit www.oregonrn.org/event/2021BULC to register.