MOU Updates

Your ONA negotiation team met with the hospital several times during the month of October and created two new Memorandum of Understanding (MOU).

These are posted [here](#) and [here](#). The first relates to the COVID-19 vaccination mandate. The second, is related to financial incentives for extra shifts as the hospital continues to have a higher census than is normal in addition to ongoing staffing issues.

To summarize, beginning Oct. 17, 2021, ANY shift that normally would have been paid at the $20 per hour difficult to fill (DTF) rate, will now be paid at a rate of $35/hr.

Additionally, nurses who know their schedules ahead of time and provide their managers with an availability list, will be paid a premium of $40/hr if utilized for those shifts.

We would recommend speaking to your manager as soon as possible to let them know which days/shifts you might be available for. This is not for current scheduling holes, but for last minute call offs.

Grievance Corner

ONA recently filed and settled a grievance filed on behalf of a nurse on call for one department who was brought in to work for a separate department.

This is a violation of our contract and was unfortunately brought to our attention after the nurse had worked the shift.

The hospital has agreed that a nurse who is on mandatory call for a department, will not be REQUIRED to work in any other department but the one they are on call for.

A nurse may be ASKED to work, but they are permitted to decline without retaliation or other penalty.

New (Old) Representative

As they say, everything old is new again and ONA Labor Representative Jessica Barnes has moved on to other pursuits, effective Oct. 15.

Taking back coverage of our unit is Lead Labor Representative Ateusa Salemi. Ateusa will be our rep until a replacement is hired and trained. She may be reached at (541) 571-8552 phone or text. Or email at Salemi@OregonRN.org.
ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift.

Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training and date that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training