National Nurses Week

National Nurses Week is May 6-12 and the American Nurses Association (ANA) and Oregon Nurses Association (ONA) would like to thank you for your service and dedication.

Of course, at ONA, every week is Nurses Week! Oregon's nurses make a difference in the lives of patients every single day, ensuring the highest quality care, promoting our profession and advocating for policies to improve the health of everyone.

Nurses make a difference! For everything you do, every day and every week, we thank you.

To celebrate Nurses Week, some ONA Stewards ordered food or treats for their unit. This is another advantage of having stewards in each unit and shift! If you're interested in getting involved in the council, contact an officer, unit steward or labor representative. Members will be receiving ONA badge reels. If you don’t have one already, check with your unit steward(s) or officers.

Certification Pay Grievance Filed

ONA filed a grievance on behalf of all nurses that submitted verification that they had renewed their certification – but their certification pay ceased.

Unless the nurse has proof, the verification was submitted, the medical center has refused to pay retroactively to the date the pay ceased, only to the date the nurse re-submitted the documentation.

If you are a nurse who submitted the renewal information but your pay ended and you either have not had your pay reinstated, or you had it reinstated without retroactive payment, please contact Sally LaJoie at Lajoie@OregonRN.org.

When contacting Sally, please include your name, contact information, unit, and the date that your pay ended, when it was reinstated (if applicable).

Next Steward Training

Friday, May 17
10 a.m. to 2 p.m.
Oregon Nurses Association
18765 SW Boones Ferry Road,
Ste. 200, Tualatin, OR 97062

If interested in attending this training, contact Sally LaJoie at Lajoie@OregonRN.org

Watch Your Pay Records and Report Errors Promptly

Many nurses have reported payroll errors.

Some errors are from years past where certification submissions were not received, and certification pay “dropped” from their checks, while other errors have occurred more recently.

The Takeaway?

- **Watch** your pay records for errors and report them to your manager immediately.
- **Document** when you reported it – just in case it is not resolved and you need to go up the chain of command and possibly file a grievance.
Steward Updates

Steward Elections are open in these units:

- Main OR/Surgical Services
- CVL/Cardiovascular Lab
- Nursing Float Pool
- Surgical Services / Ophthalmology
- Endoscopy/MPU
- 5E/Adult Behavioral Health

If you are a nurse in these units, vote now for your unit steward. Voting closes May 9 at 5:00 p.m.

Currently we are in need of stewards in these units:

- Children’s Float Pool
- Critical Care Float Pool
- Emergency Services - Pediatric
- Hemodialysis (ADU)
- IMCU 7W
- IP Pediatrics
- Medical A 9W
- Oncology 5W
- Orthopedics 6W
- PICU
- Pre-Admit Clinic
- Radiation Oncology
- Gerry Frank (Peds OR)
- Cardiology A
- Cardiology B

SANE Negotiations Complete

We finished negotiating a separate letter of agreement that addressed the pay for the sexual assault nurse examiners (SANE) nurses who are employed at St. Vincent Medical Center.

SANE nurses are on call and when called to a case, will be paid mileage under a grid we created, and time and half pay, plus $18.00 per shift.

More details are in the agreement and will be posted on your bargaining unit webpage soon. Click Here to view the redlined version or go to www.OregonRN.org/83 and follow the link.

The SANE nurses were approached last year and told they would be paid double-time when called to a case.

Later the Providence facilities came forward and said that double-time rate would not be paid, and we entered into discussions about what the rate would be and how the program will go forward.

What does it mean to be “direct dealing” when employees are represented by a labor union? Why does it Matter?

The Question: If readers have been following the SANE situation, you may have wondered “how did this happen? How were a group of individual nurses promised pay (double time) that was not negotiated with the union first? Why are we playing catch-up months after nurses had already volunteered for a program and thought they knew their pay rate for SANE cases?”

The Answer: In general, an employer is obligated to bargain over its employees’ wages and other terms and conditions of employment when a union represents those employees. The union is the legally recognized representative of the employees. Doing otherwise, cutting individual deals with nurses without agreement by the union, is prohibited by law. Direct dealing is: when an employer and represented employee discuss and take action without the union’s knowledge or presence in matters that fall within the scope of mandatory subjects of bargaining. More information at USlegal.com

The Takeaway: If you think a situation has come up that should involve the union, please contact an officer, steward or labor representative.

In the Next Issue:

- CVOR Grievance filed under contract provision requiring a charge in each patient care area, on each shift. To read this provision, Art I, B.4. (p2).
- New Floating Grid and Contractual Limitation of Floating under Review