Pushing Back on Insurance Changes

Your ONA executive committee fielded concerns from many members last week who flagged changes to our medical insurance plan and increases to our premium share for dental insurance. We worry about losing even more nurses if the cost of dental insurance increases and the quality of our medical insurance is eroded. Thank you to everyone who reached out to be sure we were aware!

On Monday, we took action to address these changes:

**Request for Information (RFI):**

We filed a RFI to get all of the relevant plan documents from plan years 2021 through 2024 to closely interrogate all changes. In most hospitals, such documents are provided to ONA before open enrollment to avoid situations where there’s uncertainty as to whether inappropriate changes have been made to the insurance plans or premium shares.

**Cease and Desist:**

We issued a cease and desist to management demanding that they not implement dental insurance premium increases or changes to the medical insurance plan or health incentive without negotiation. It is a violation of federal labor law for management to make a unilateral change to a mandatory subject of bargaining, including such changes to insurance, without negotiation with ONA.

**Grievance:**

We filed a grievance alleging that management’s change to the medical insurance plan violates the contract’s protection that: "Group health insurance is available to regularly scheduled full-time registered nurses in accordance with the terms of the Hospital's 2021 Benefits Plan." Changes to deductibles, co-pays, and the health incentive all constitute substantial changes to the plan.

We await a response from management and will provide further updates when we have them.
Thanks Michael!

Michael Coutley recently accepted another position within ONA and will no longer be representing nurses at Willamette Valley Medical Center. He enjoyed his time working with the ONA executive committee and getting to know nurses.

Welcome Ashley!

Ashley Bromley joined ONA as a labor representative on the Providence team in January 2021.

In her time on the Providence team, Ashley worked closely with member leaders across the entire Providence system to forge a shared identity, identify common priorities in bargaining, and leverage their united strength to secure strong contracts. Ashley helped lead the first strike of Oregon nurses in more than 20 years by supporting the more than 1800 ONA nurses, PTs, OTs, SLPs, and social workers who struck against Providence this June.

Prior to joining ONA, Ashley represented graduate employees and faculty for almost a decade. Ashley's involvement in the labor movement began as a member activist of her own union, so she deeply values the time, energy, and creativity members and leaders pour into their unions.

Ashley spends most of her time outside of work chasing her almost two-year-old, Simon, and trying to encourage her 13-year-old stepkid, Roo, to come out of their room to hang out with the family. She's excited to be working closer to home to be more present with both her family and the communities she's called home since moving to Oregon in 2008.

Introductory Steward Training
- Jan. 11
- March 13

Grievance Handling Training
- Feb. 24

Building Power Training
- Dec. 13
- April 20

www.OregonRN.org/Steward-Training