Election Results Are In

This week, we passed our bylaws and democratically elected the following nurses to our executive team:

Chairperson: Jenie White (ICU)
Vice-Chair: Corey Mertz (Cath Lab)
Secretary/Treasurer: Jenny Robinson (Short Stay)
Grievance Chair: Mike Myzak (ICU)
Membership Chair: Katie Quinlan (ICU)
WVMC Staffing Chair: Rena Langlitz (ED)

We formed our union, what’s next?

Since we successfully organized, won our union election, and elected our nurse leaders, we are now able to negotiate our first contract with Willamette Valley Medical Center (WVMC). This is called collective bargaining and the contract will be called our collective bargaining agreement. This agreement will be a legally binding contract between nurses (through our union, ONA) and WVMC. It will cover key aspects of our employment—including wages, benefits, scheduling, and working conditions.

We elected our team. What will they do?

Our elected leaders will represent us in collective bargaining. To make sure every voice is represented they will circulate a survey that will ask us to identify our priorities and use those to create proposals to present to WVMC management. When they are drafting proposals, they will invite nurses to come and join the process so that everyone has their voice heard in this process. Once they reach a tentative agreement, our ONA team will ask us to vote on the new contract. If we vote for it to pass, it will go into effect immediately, if we do not vote for it to pass, our team will have to go back to management and work to get a better agreement.

What do we need to do?

Our ONA negotiating team will make sound arguments about our priorities, but that won’t be enough to win an agreement that nurses and our patients deserve. All of us need to pitch in. When we show that we are unified, we can make real change and win a strong contract. Here are ways we can demonstrate our solidarity and support for our team and for each other:

- Join the CAT (Contract Action Team). This group with be made up of leaders from each unit and will help those on the floor know what is happening at the bargaining table and how we can all participate in the process. Those interested should contact Elizabeth Gemeroy at Gemeroy@OregonRN.org
- Wear buttons when available
- Sign petitions when available
- Public and community outreach—outside of work hours, we need to be letting the community know what is happening at our hospital. It’s important the community hears from nurses to know how they can support us as well.

Steps to Collective Bargaining

1. **January** - We elect and support our ONA team
2. **February** - Our team receives a four-hour bargaining training
3. **March** - Our team asks for our priorities
4. **April** - Our team writes proposals based on our priorities
5. **May** - Our team and WVMC present proposals to one another
6. **June** - We reach tentative agreements on proposals
7. **July** - We vote to approve our new contract
8. **August** - New contract takes effect

We participate in supportive activities
## Attendance Policy

Recently, nurses have been getting disciplined for violating the WVMC attendance policy at an alarming rate. If you have been given points that seem inconsistent or punitive or you seem to be under increased stress due to a change in how this policy is being enforced, please contact Elizabeth Gemeroy at Gemeroy@OregonRN.org.

## Badge Backers

Last week some nurses were asked to remove their ONA badge backer because, according to management, the Joint Commission on Accreditation of Healthcare (JACHO) does not recommend nurses wear a green badge color. We have reviewed this and found that JACHO does not make this distinction, it does, however, say that it is important for nurses and other health professionals to be distinctive and licensure visible. At WVMC, LPNs wear a green badge, and RNs wear a blue badge, thus causing management to fear that it would be difficult to make this distinction. To ease management's fears, we have assured them that nurses will continue to wear their blue RN badge and wear the green ONA badge backer behind it. ONA has a longer badge backer that will work better for this and will be handing them out in the coming weeks. If you need a badge backer, please contact one of your officers or Elizabeth at Gemeroy@OregonRN.org and we will swap out your old one for the new one or get you set up for the first time.

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The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR. The convention’s theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

**Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.**

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