Nominations are Now Open for ONA/OFNHP Officers

It's time for PMH nurses to elect our ONA/OFNHP leadership team. Our local bargaining unit is run by our members, with the assistance of ONA, not the other way around. We make our decisions democratically at our membership meetings and through our democratically elected leadership team. We decide what direction our bargaining unit will take with bargaining and grievances.

We elect members of the Professional Nursing Care Committee (PNCC) to oversee educational and professional advancement needs of our members. We elect Nursing Task Force (NTF) members from among our ranks to help make binding recommendations on professional practice issues and equipment. We elect the direct-care nurse members of the Hospital Staffing Committee to review and approve (or deny) new staffing plans and handle staffing problems.

There are many ways nurses can contribute to bring the best quality of care to our patients and many opportunities to contribute to make our local ONA/OFNHP bargaining unit a vital and effective organization.

Please consider volunteering to serve. It is extremely important to our patients, our practice and our livelihood that represented PMH nurses step up and run our local nurses bargaining unit in a diligent and democratic manner.

Thanks to all of the nurses who have served in the past.

We could rely on these individuals and hope they will run again. Some may. But ideally, members who haven’t served before will take their turn, thus broadening the knowledge base of our bargaining unit and deepening our ranks of members trained to speak and work on our behalf.

We currently have too much work and too few hands. ONA will provide training for nurses who are new to governance. You have until Feb.15, 2016 to nominate yourself or your peers for any of the following ONA/OFNHP positions:

Executive Committee:
Chair
Vice-Chair
Secretary-Treasurer

(Continued on page 2)
Nominations are Now Open for ONA/OFNHP Officers (Continued from page 1)

Membership Chair
Grievance Chair

Representatives:
- Nurse Representative (one for each unit)
- PNCC Representatives (up to six members)
- NTF Representatives (three members and one alternate)

The term of office for each officer and representative shall last for two years. Candidates must be members in good standing to be eligible to serve. No member may hold more than one elected executive committee office, however officers may also serve as representatives. The units are Operating Room (OR), ASU/Endoscopy, Emergency, Critical Care and Medical/Surgical.

You may nominate yourself. You may nominate multiple people for the same position or one person for multiple positions. If there are multiple nominees willing to serve in the same position, an election may be held with a minimum of 14 days advance notice. Only members in good standing may vote.

You may submit your nominations by Feb. 15, 2016 via email to gieryn@OregonRN.org, by fax to 503-293-0013 or by regular mail to: ONA, Attn: Sam Gieryn, 18765 SW Boones Ferry Road, Suite 200, Tualatin, OR 97062.

Here is a Little Bit About Each Position:

The five members of the executive committee shall constitute the negotiating committee for the next contract.

Executive Committee:
Chair
- Conducts and supervises all the affairs of the ONA/OFNHP bargaining unit
- Serves as the main liaison to ONA, in conjunction with the Secretary-Treasurer
- Orders the disbursement of all monies necessary to pay the bills, obligations and indebtedness of the Association.

Vice-Chair:
- Assists the Chair in the discharge of all duties. In case of the Chair’s absence, the Vice-Chair shall perform the duties of the Chair
- Should the Chair’s position be vacated, the Vice-Chair shall serve as Chair until the next election.

Secretary-Treasurer:
- With the help of the ONA labor representative, sends out meeting notices, collect names of nominees for elected positions
- Records, maintains and archives minutes for all executive committee meetings
- Conducts correspondence
- Has responsibility over the financial affairs of the ONA/OFNHP/PMH
- Keeps itemized records, showing the source of all monies received and spent, and keeps records documenting all transactions.

Membership Chair:
- Ensures that all new hires are contacted in a timely fashion to discuss membership in ONA
- Ensures new hires are provided with a copy of the contract
- Strives to increase the membership of the bargaining unit
- Updates the membership list on an annual basis and before every vote of the bargaining unit
- Maintains a group of activist members who are members in good standing and who are willing to perform duties at the request of the Executive Committee or ONA.

(Continued on page 3)
Nominations are Now Open for ONA/OFNHP Officers  Continued from page 2

GRIEVANCE CHAIR

• The Grievance Chair coordinates the processing and investigation of all grievance complaints filed by BU members

• Assists with securing representation for meetings, ensures each nursing unit has at least one unit representative and assists nurses with enforcement of our contract.

Please see our nomination form on the following page.

Join Us! ONA Bargaining Unit Representative Training

ONA unit representatives are nurses who help other nurses navigate employment at PMH. ONA unit representatives help new nurses get acclimated to life on the job, answer questions about employment and contract issues, organize unit nurses around issues of concern, disseminate information about ONA activities, and assist nurses with grievances and disciplinary issues. ONA unit representatives help our units function more efficiently by helping solve problems and resolve issues in an orderly and professional manner.

Our contract recognizes the value of all nurses’ right to come to each other’s mutual aid and assistance. You can turn to your unit representative for assistance in a wide variety of situations concerning your career, your unit or nursing in general. No one knows what you’re going through like the nurse who works on your unit!

We’d like to have more unit representatives to support the needs of our membership. We’d like to have a unit representative available on each unit and every shift! If you see the need on your unit and want to help, please reply today.

ONA will provide a four-hour unit representative training program for Providence nurses January 16 and 23 at ONA’s offices in Tualatin.

The training will take place from 9 a.m. to 1 p.m. Morning refreshments and a lunch are provided.

If you are interested in attending one of the training sessions, please contact ONA Labor Relations Representative Sam Gieryn at gieryn@OregonRN.org

Saturday, Jan. 16, 9 a.m. to 1 p.m.  
or Saturday, Jan. 23, 9 a.m. to 1 p.m.  
ONA Offices – 18765 SW Boones Ferry Road, Tualatin, OR 97062
**ONA/OFNHP Providence Milwaukie Hospital – NOMINATION and Consent to Run and Serve Form**

**DUE by 4:30 p.m., Monday, Feb. 15, 2016**

**EXECUTIVE COMMITTEE OFFICERS** (Nominate one for each position):

<table>
<thead>
<tr>
<th>Position</th>
<th>Nominee</th>
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<tbody>
<tr>
<td>Chair</td>
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<tr>
<td>Vice Chair</td>
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<tr>
<td>Secretary-Treasurer</td>
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<tr>
<td>Membership Chair</td>
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<td>Grievance Chair</td>
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**REPRESENTATIVES** (Nominate one nurse representative and one professional nursing care committee (PNCC) member for each unit up to a total of six):

<table>
<thead>
<tr>
<th>Unit</th>
<th>Nurse Representative</th>
<th>PNCC</th>
</tr>
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<tbody>
<tr>
<td>Obstetrics</td>
<td></td>
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<tr>
<td>Operating Room/Post Anesthesia Care Unit</td>
<td></td>
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<tr>
<td>Ambulatory Surgical Unit/Endoscopy</td>
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<tr>
<td>Emergency</td>
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<tr>
<td>Critical Care</td>
<td></td>
<td></td>
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<tr>
<td>Medical/Surgical</td>
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</tbody>
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**NURSING TASK FORCE** (Nominate three and one alternate):

<table>
<thead>
<tr>
<th>Nominee</th>
<th>Alternate</th>
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<tbody>
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**CONSENT TO RUN AND SERVE**

If, nominated, I consent to run, and if elected, I consent to serve, for the following offices:

(List all that apply)

<table>
<thead>
<tr>
<th>Office</th>
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Association Speaks Out for Safe CNA Med/Surg Staffing

In 2016, nurses will face challenges from anti-worker groups on our ballots, in our courts and in our workplaces. As you know, these anti-worker attacks are blatant attempts to boost corporate profits at the expense of Oregon’s working families and to silence the voice of represented nurses and other workers. These attacks will make it harder for nurses across the state to advocate for patients and preserve the practice standards we’ve fought for.

Direct-care nurses on the Staffing Effectiveness Committee (SEC) objected at the most recent SEC meeting when they learned that the ratio had been increased to 12:1, without a vote of the SEC. That move seemed to conflict with the newly enacted Oregon Nurse Staffing Law and the Hospital’s commitment to safe staffing. According to the new law, all staffing plans must be approved by a staffing committee comprised of one-half nurse managers and one-half direct-care nurses. That’s our SEC. Once approved, the hospital is legally required to implement the staffing plan without exceptions.

ONA/PMH Chair Laurie Nilsson pointed out that the most recently approved Med/Surg staffing plan calls for an 11:1 ratio, and until the SEC votes to approve a new plan, that is the ratio that is legally in effect. The SEC has agreed that it will review the Med/Surg plan, and take a formal vote for approval or denial.

Do you have an opinion about the Med/Surg staffing plan or any other unit’s plan? Contact Med/Surg SEC Representative Laurie Nilsson or SEC direct-care Co-Chair Becky Ellison with your comments or concerns. The new Oregon Staffing Law requires your unit’s staffing plan to be available to nurses and the general public. If you can’t find it, ask your manager.

For more information about the new Oregon Nurse Staffing Law, click here.

Sign Up for a Statewide Union Leadership Training

In 2016, nurses will face challenges from anti-worker groups on our ballots, in our courts and in our workplaces. As you know, these anti-worker attacks are blatant attempts to boost corporate profits at the expense of Oregon’s working families and to silence the voice of represented nurses and other workers. These attacks will make it harder for nurses across the state to advocate for patients and preserve the practice standards we’ve fought for.

To prepare for these challenges, ONA is working with partner organizations to provide training for nurses across the state for a one-day training in Eugene on Feb. 13 or a one-day training in Portland on Feb. 20 to learn more about the challenges we face and how we can overcome them together.

If you are interested in attending one of the union leader trainings in Eugene or Portland, please contact ONA Political Organizer Chris Hewitt at hewitt@OregonRN.org.
Hassles with Differential and Certification Pay

We’ve recently heard that some ONA represented nurses at PMH have not been receiving clinical ladder and certification differentials. We’ve already begun working with Providence to rectify the problem.

Please check your last few pay stubs to see if you have been properly compensated for all your differentials.

If you did not receive all of the appropriate differentials for any period of time, please let us know your name and the pay dates on which you did not receive the differentials. Contact gieryn@OregonRN.org.

Have You Experienced Wage Theft?

ONA will work to end wage theft during the upcoming legislative session. Wage theft covers a variety of illegal employment practices that deny workers the wages they’ve earned. Tactics include refusing to pay overtime, forcing employees to work “off the clock” or “under the table,” denying legally-required breaks and flat out just not paying workers for time earned.

ONA will be working with our labor partners and state legislators to give workers the tools to expose employer wrongdoing, reduce barriers that prevent workers from getting help, recover wages they are owed, and put an end to workplace abuses that leave workers and their families shortchanged.

Do you have experience with wage theft? It’s only with workers like you coming forward to talk about these issues that we will be able to make change. If you have experienced wage theft, please contact ONA Political Communications Liaison Catie Theisen at theisen@OregonRN.org to learn more about how we can help.

Serve as a Delegate to the ONA Convention

The Oregon Nurses Association’s biennial convention is an opportunity for ONA members, ONA leadership, nursing students and others in the nursing field throughout the state to come together and discuss the issues facing Oregon nurses. The House of Delegates also sets the agenda and policies for ONA’s next two years.

Your ONA/PMH bargaining unit sends a representative number of nurse delegates to ONA’s convention to inform ONA decision making at the House of Delegates. In addition, our nurses have the benefit of the educational and networking opportunities available at the convention.

This year’s convention will be held April 11-13, in Seaside, OR. ONA Constituent Association funds will most likely be available to defray expenses not otherwise covered by the Employer, as they have in the past. ONA will make the final decision, based on available funds sometime in January.

In addition you can use contractually-provided education and leave hours:

Educational Leave Hours (Article 13, Section A)
Up to 12 education leave hours may be requested if you need to take time off for the nursing education portion of the convention.

Educational Funds (Article 13, Section B)
Conference registration, travel, meals, lodging and parking may be reimbursed.

If you are interested in attending the ONA convention as ONA/PMH delegate, contact Sam Gieryn at gieryn@OregonRN.org. There is some minimal paperwork that you must complete.
As part of ONA’s ongoing efforts to best serve our members and every nurse in Oregon, we are excited to present OCEAN (Oregon Continuing Education Activities for Nurses) online continuing education. [www.OregonRN.org](http://www.OregonRN.org)

This new learning environment provides continuing education (CE) opportunities to ONA members and nurses across the region, in a convenient and user-friendly format. The OCEAN system features:

- Self-paced, independent learning modules, covering a broad range of topics and encompassing all levels of nursing practice
- CE that is conveniently accessible 24 hours a day
- The ability to house each learner’s CE history for easy access and retrieval

You can find out more about using OCEAN online CE by visiting the ONA website www.OregonRN.org. *We encourage you to enjoy the courses currently available and be sure to check back regularly as more courses are added.*

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**2016 ONA STATEWIDE ELECTIONS**

**Considering running for an ONA office?**

January 20, 2016 is the deadline to self-announce candidacy for statewide ONA elections. If you are interested in candidacy for any of the above positions, please complete the Talent Bank & Consent to Serve form found by clicking the ONA 2016 Elections button on ONA’s home page and mail it to: ONA, 18765 SW Boones Ferry Road, Suite 200, Tualatin, OR 97062 or submit an online form on our website [www.oregonrn.org](http://www.oregonrn.org).

Open offices include: President, Secretary, Director (3), Cabinet on Health Policy (1), Cabinet on Education (4), Cabinet on Nursing Practice and Research (3), Cabinet on Human Rights and Ethics (2), Cabinet on Economic & General Welfare (2), Nominating Committee (4) Elections Committee (1), ANA Delegate Alternate (2), Last ANA Delegate Alternate (1).

For more information, please contact Kathy Gannett at 503-293-0011, 800-634-3552 ext. 309 or gannett@OregonRN.org.

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**Join Us in Seaside for ONA’s 2016 Convention**

**Lead by Example: Ethical Nursing Practice**

Monday, April 11 - Half-day Staffing Workshop (1-5 p.m.)
Tuesday, April 12 - ONA Nurse Continuing Education Day
Wednesday, April 13 - ONA House of Delegates

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