

What Do ONA Dues Pay for and Where Does the Money Go?

It costs money to operate our professional association/union in a way that yields results for our profession and our patients. We employ staff to assist us daily in a variety of activities and settings. Those staff need an office as well as funds for materials and supplies. There is also the need for record keeping and basic administration.

they provide training, bargaining assistance, and organizing assistance.

AFL-CIO: This stands for American Federation of Labor Congress of Industrial Organizations. This is a coalition of various unions around the state and country that you are a part of as part of your membership in the UAN. There are many issues that no one organization even a powerful nursing organization can win by themselves. If we hope to make a difference on health care policy, we need to do it in on conjunction with other organizations and the AFL-CIO is our vehicle

Here is a break down of how dues are spent. Depending on your ONA District (based on where you live or work) monthly dues for ONA at Providence for a full-time nurse are either 71.92 or \$863.04 for the year. The graph shows what different entities receive funding and at what percentage.

ONA: Your union and your professional association. What we spend your dues on broadly defined is described on the back.

Mobilization Fund: This is money that is used to organize ONA affiliates at hospitals that lack a nursing union/professional association. For example, this fund is providing resources to organize and gain a first contract at Providence Medford.

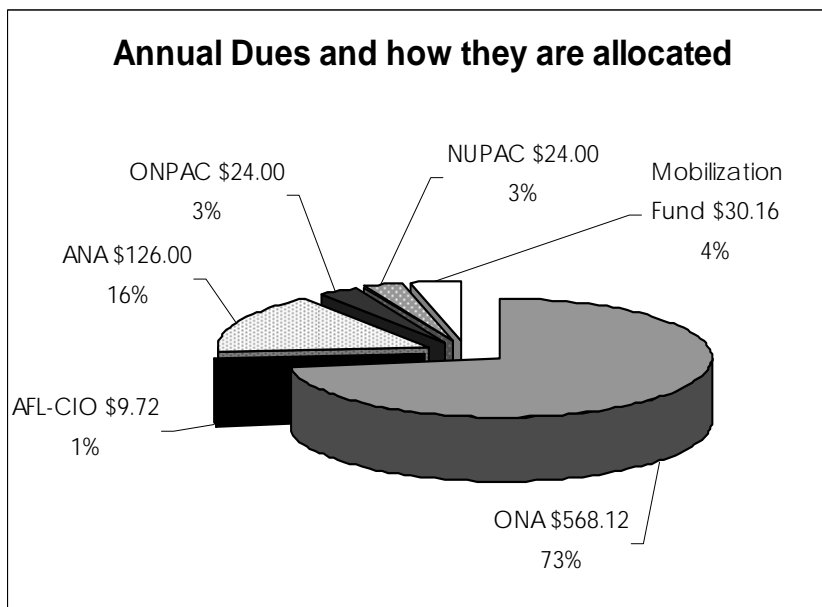
ANA: This is the American Nurses Association. This is your professional organization at the national level in Washington DC joined with many other nursing associations from around the country. ANA does a lot of work around nursing practice at the national level. ANA also does our federal lobbying and political work at the national level. This is also the union part of our organization based in Washington DC uniting all other ANA union affiliates around the country. In addition to lobbying and policy work,

for doing this with other unions. The same holds true for improvements in worker rights like FMLA or workers compensation. We are members of the AFL-CIO both here in Oregon and at the national level.

ONPAC. This stands for Oregon Nurses Political Action Committee. This is the direct political arm of our organization here

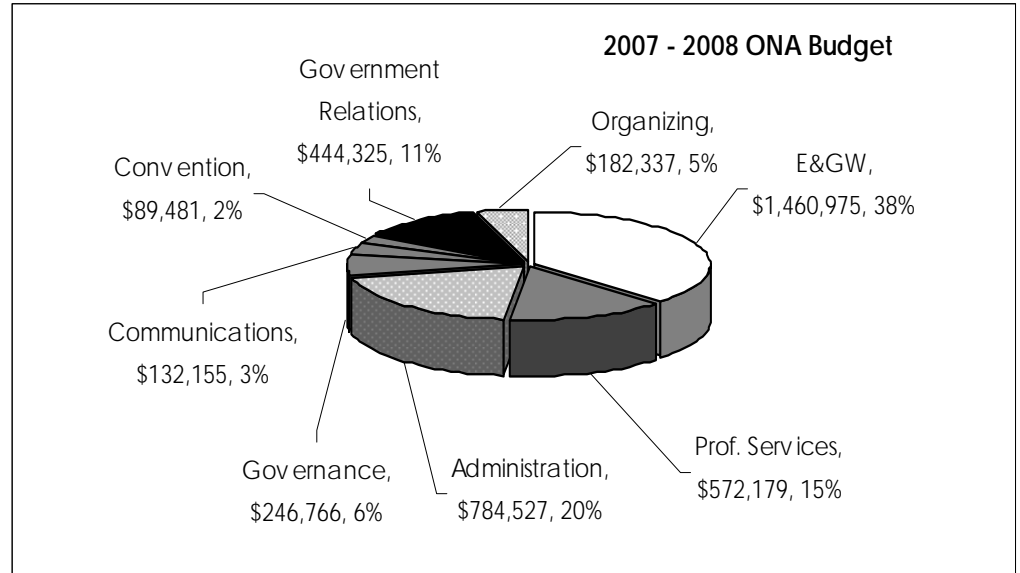
in Oregon for supporting or opposing candidates for elected office such as the governor or members of the state legislature. An elected member board along with other rank and file members, interviews candidates for office who want our endorsement based on a questionnaire and criteria and a clear willingness to champion nursing issues in the halls of government.

NUPAC. This stands for Nurses United Political Action Committee. This PAC supports our organizational work around ballot measures. NUPAC is just like ONPAC except that the candidates are ballot measures with regard to the ones we should support or oppose and at what level.



Your Dues and the ONA Budget

Once collected dues are aggregated and pooled together into a budget for the organization. This year the budget is just over \$3.9 million. This budget is reviewed and adopted each year by the Board of Directors of the organization. The budget is established based on revenue and organizational priorities.



E&GW. Economic and General Welfare, is the collective bargaining part of our organization. This pays for labor reps, their support staff, and their supervisor who help support over 50 contracts across the state. This includes contract negotiations, contract enforcement such as grievances and arbitrations, and maintaining relationships with our employers and other labor organizations.

Prof. Services. Professional Services handles all of the nursing practice matters within ONA as well as sets up conferences and professional development opportunities, ergonomic consulting, and also administers the short staffing forms and supports the PNCCs across the state. Professional Services also liaisons with the Oregon State Board of Nursing and other nursing organizations.

Organizing. This is a growing and critical part of our budget. This money allows us to represent more nurses and gain contracts for new members at non-union hospitals in our state.

Government Relations. Is our lobbying and political work in Salem with the legislature and state agencies, and with the U.S. Congress.

Administration. This is administrative expenses for membership and data base maintenance, computers for our office and staff, the mortgage on our office, and our financial and accounting systems. Every organization has these kind of expenses.

Governance. This covers the cost of the ONA Board of Directors and its meeting and operations.

Communications. This covers the quarterly *Oregon Nurse* newsletter, our website, other printed materials, and communications strategy and press relations as needed.

Convention. This covers the cost of the annual convention. Last year, the convention was in Bend Oregon. This year our convention will be held in April in Portland.