Our member survey was sent out to your personal emails on file with ONA on Jan. 28 to assess the wants and needs of the bargaining unit for upcoming negotiations! The survey will close on **Sunday, March 3 at 11:45 p.m.**

If you have not been receiving email communications specific to ONA please update your information here: [www.oregonrn.org/UPDATE](http://www.oregonrn.org/UPDATE) to receive information as it comes out about bargaining.

The hospital has been notified of our intent to bargain, and the initial session to meet is being worked out between the team and administration. Keep your ears out and help spread the word around about negotiations as our timeline rolls out. Winning what we need in order to retain the existing workforce of nurses at the hospital and to recruit new nurses will take the unity and support of all nurses.
Who is on your negotiating team?

The following nurses at Bay Area have stepped up to negotiate the upcoming contract! Offer support when you see them in the facility and help to spread the unity by discussing negotiations as we move forward!

- Jennifer Martin - Chair
- Karl Martin - Co-Chair
- Sue Mathews - Membership Chair
- Julie Summers - Secretary
- Amy Walter - Grievance Chair
- Kayla Sepich - PNCC Chair
- Carrie Garrett - Member at Large; representing for negotiations-

A Bargaining Primer: Part Three

In the late stages of bargaining, the parties may suggest trades or packages to move forward. Trades typically occur when the parties agree to withdraw or accept an offer contingent on the other side withdrawing or accepting another proposal. For example, we might agree to withdraw one of our proposals, if the employer accepts another more highly valued proposal (or withdraws one of their onerous proposals).

Packages are a set of trade proposals, often quite complex. They detail which proposals each side will withdraw or accept. These typically occur at the eleventh hour, the last stage of bargaining.

Once all proposals remaining on the table have been resolved—by withdrawing or accepting them—the entire agreement is referred to as a tentative agreement (TA). At that point, our negotiation committee asks ONA members to vote for ratification. Under our bylaws, only ONA dues-paying members are allowed to vote. Fair share payers, those who pay us an “agency fee” to administer the contract, are ineligible to vote in ratification and any other ONA election.

Typically, a bargaining team recommends a “YES” vote for ratification. In a few situations, our team may recommend a “NO” vote to show our employer that their proposals are unacceptable to our members. On rarer occasions, our team may remain neutral to seek guidance from the membership.

After ratification, both teams clearly recheck the language to ensure that the final printed contract reflects what we agreed. Then, our
program assistant must format the document, which includes proper pagination, appropriate headers and subheaders, consistent font style and size, and numerous other matters. Our contract has evolved through several generations of word processors from both labor and management sides. The track changes feature often causes headaches due to embedded and hidden codes, which usually must be individually fixed. Once the final approval is received, we send it to the printer. This post-bargaining review and formatting process often takes several months of careful and detailed work.

If our contract expires before we reach a final agreement, several possibilities exist:

- Most often, a tentative agreement is reached, subject to ratification as discussed above.

- A contract extension is jointly agreed to, for a definite time period or until further notice.

- Union members continue to work without a contract, status quo prevails except no wage increase.

- Public sector bargaining includes several steps designed to help the parties reach agreement.
  
  - **Step One**: Both parties must participate in good-faith negotiations for at least 150 calendar days. During this time period if both parties agree to mediation, a mediator may be requested.

  - **Step Two**: After 150 days of bargaining, either party may request mediation and a mediator with or without the consent or agreement of usage by the other party.

  - **Step Three**: A mediator is appointed, and a session is scheduled. A least one session must occur, if it is unsuccessful, additional mediation sessions may be scheduled. The parties remain under a period of mediation for a minimum of 15 calendar days.

  - **Step Four**: After the 15-day period, the parties may continue to mediate or either party can declare an impasse in the negotiations. If an impasse is declared, within seven days both parties must submit a written final offer, and the mediator will make them public. After submission of a final offer a 30-day cooling off period then begins.

  - **Step Five**: Following the 30-day cooling off period, an employer may implement its final offer after providing notice to the union that they plan to implement and may implement all or part of the offer. The Union may give ten-day notice of strike and following that may then strike.

  - Binding interest arbitration may be used as an alternative to striking. The binding arbitration process is initiated by a petition filed with the ERB along with the final offer. Unresolved mandatory subjects submitted to the arbitrator in the “last best offer” packages shall be decided by the arbitrator. The interest arbitration award becomes the parties’ contract.
The ONA Board of Directors are excited to announce the date and location for the ONA Convention and House of Delegates that takes place every two years. **Mark your calendars and join us in Seaside on May 20-22, 2024!**

The House of Delegates is the governing body of ONA and is composed of the elected delegates members of the constituent associations. The House of Delegates takes positions, determines policy, and sets direction on substantive issues of a broad nature necessitating the authority and backing of the official voting body of ONA. Delegate nominations and elections will take place later this year.

The ONA Convention and House of Delegates will be held May 20-22, 2024 at the Seaside Civic & Convention Center in Seaside, OR. The theme for the convention is Making Waves: Transforming the Future of Health Care in Oregon. The convention will feature two half-days of continuing education sessions and one day of the ONA House of Delegates.

The 2024 ONA Convention is an opportunity for nurses, students and health care workers from across the state to come together to learn from each other, share our knowledge, and move the nursing and health care professions forward. Together we can guide Oregon's health care toward a stronger, more equitable, and more sustainable system.

Join us for the ONA House of Delegates and two half-days of educational sessions that delve into topics such as equity and racism in health care, building collective power, the new nurse staffing law, and so much more.

Register Here: [https://www.oregonrn.org/event/2024convention](https://www.oregonrn.org/event/2024convention)

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**Steward Trainings**

- **Introductory Steward Training**
  - March 20

- **Grievance Handling Training**
  - Feb. 24

- **Building Power Training**
  - April 20