



Oregon Nurses Association
Bargaining Unit Newsletter

Bay Area Hospital (BAH) Bargaining Update 9

Jan. 11, 2019

**ONA/BAH
Negotiations
Committee:**

David Geist, Surgical Services
Amy Green, Short Stay
Wendy Hackett, Recovery
Kristen Hyatt, Cath Lab
Dianne McCauley, Recovery
Craig Palen, Post-Surgical
Jill Taylor, Family Birth
John Hugill, Cath Lab

Executive Committee

Chair: Gary Salcedo, PSU

Vice Chair: Vacant

Secretary/Treasurer: Amy Green, RN, BSN, Short Stay Surgery

Membership Chair: Vacant

Grievance Committee
Wendy Hackett– PACU

Staffing Committee Co-Chair: Kristen Hyatt, Cath Lab

PNCC Chair: Barbara Thompson

**ONA Labor Relations
Representatives:**

Courtney Niebel
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Lori Shott
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1-800-634-3552 within Oregon
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Your ONA team had a bargaining session with Bay Area Hospital (BAH) on Thursday, Jan. 10. We had progress in some areas and presented BAH with a wage comparator spreadsheet to show wage scales for nurses at similar facilities. Below you will find updates on the key issues during the last bargaining session.

**Tentative Agreement
Reached on Article 4**

- Agreed to reference “current law related to nurse staffing”
- Agreed to include language about staffing concerns being documented on the Staffing Request and Documentation Form which will be reviewed by the Hospital Staffing Committee
- Agreed to include new language about Unit Based Practice Committees (UBPC), paid time for UBPC meetings and approved UBPC projects

Solidarity Scrubs

Wear black scrubs every Thursday throughout negotiations to show your support for the bargaining team. As we moved forward with negotiations it’s important to show management that we are united!

We know that it is not always possible to attend our bargaining sessions to show support so wear black scrubs as a visual reminder to the hospital that you stand behind our team!

**ONA Presented Wage
Comparator Spreadsheet**

- Reviewing the wage scales of eleven hospitals of similar size and/or within the region revealed that our wage scale is 2-9% behind the average (depending on which step of the wage scale)
- See the wage comparator spreadsheet [posted on the Bay Area Hospital webpage of the ONA website for all the details](#)

Next Bargaining

Thursday, Jan 17

0900 -1700

**Cedar/Pine Conference
Room**

All nurses are invited to come and observe the negotiation process at any time!

**Drop-In And Tell
Us Your Priorities**

We want to hear what your priorities are for this bargaining session. Drop in to let your team know your thoughts on the latest exchange of proposals and what is most important to you.

**Friday, Jan. 11
0600-0900, Cedar**

**Saturday, Jan. 12
1100-1700, Spruce/Fir (by cafeteria)**

Support Our Team: Donate PTO

Our negotiating team has already volunteered many, many hours to effectively represent all of us at the bargaining table. They do not get paid for their time so please consider supporting our team by donating PTO to them. We understand not everyone can donate their time sitting at the table, but everyone can support the

nurses that are at the table on your behalf.

PTO donation forms are available in Human Resources, on the Wave intranet or on the ONA Bay Area Hospital bargaining unit webpage, www.OregonRN.org/51.

The Contract Action Team (CAT) Wants You!

We are seeking nurses from every unit and every shift to join the ONA Contract Action Team (CAT).

The CAT will be responsible for ensuring a flow of communication to and from the bargaining team throughout negotiations.

It is a minimal time commitment that is

only active during negotiations.

Support your bargaining team and coworkers by joining the CAT today!

CAT members can pick up newsletters for distribution to units **every Friday @ 4 p.m.** by the entrance to the cafeteria.

To volunteer, please contact Lori Shott at Shott@OregonRN.org.



2019 ONA NURSE LOBBY DAY

Tuesday, Feb. 5, 2019

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Continuing nursing education contact hours

Visit www.OregonRN.org for details

Join the BAH ONA Facebook Group to Stay Informed!

Throughout negotiations we will use the BAH ONA Facebook Page to post real-time information about what is happening at the bargaining table, ask for input on your experiences to better inform our negotiating team and seek your advice on how to respond to specific proposals.



Stay involved throughout bargaining by finding the “BAH ONA” Group on Facebook and request to join today!

We will verify that you are an ONA-represented nurse at Bay Area and approve the request. We currently have 148 nurses in the group but we would like to see everyone join during negotiations