NOTIFICATIONS BEGIN

OPENING STATEMENT
by Janine McBryer

After introductions, ONA/Bay Area Hospital (BAH) Bargaining Team members Janine, Allison and Aubrey read the following opening statement:

“Community, when I think of the word, I think of a collective of individuals that not only live and work amongst one another aiding in the contribution and growth of the collective, but a group that inherently works together towards developing and aiding in the success of the entirety of the collective. ONA/BAH nurses do this day in and day out. We work to ensure that our community, our patients, are given the best care, given the education, given the tools they need to be successful in managing their health at home. We work to ensure the success of our patients’ health.

As ONA/BAH members, we have worked during a challenging and unique time in the last 18 months. We have worked through the pandemic that is evolving and shaping the way we care for our patients. We care for our community with patients being our number one priority.

BAH nurses have experienced an increase in the acuity of patients during 2020 and 2021. The patients in our community delayed seeking medical care because of the pandemic. These patients come to our emergency department (ED) sicker, resulting in higher level of care in the ED, intensive and intermediate care units.

When COVID-19 was announced as a pandemic, there was a lot of uncertainty surrounding it. We were inundated with new policies and procedures almost on a daily basis. We have adapted to the ever changing infection prevention policies brought to us. We were asked to limit the use of personal protective equipment (PPE), to draw labs on our patients, to complete all patient care in order to conserve PPE. We have taken precautions, with limited PPE at times, in order to not expose ourselves, our co-workers, family members, and those in our community. As a collective, we have worked to prevent the spread of COVID-19 from our work environment to our community.

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MEET YOUR BARGAINING TEAM!

Allison Herbert
Ling Mork
Rachel Beissel
Elliot Adams
Jannine McBryer
Alex Johnson
Aubrey Castellano
Amy Walter
Jennifer Traylor
Gary Salcedo

ONA Labor Representatives
Courtney Niebel and Misha Hernandez were at the table on Thursday kicking off bargaining with BAH administration.
BAH nurses have been asked to care for patients of higher acuity or patients outside their level of training and comfort. We have been asked to cross-train or to work in units that we had once transferred from to care for patients that needed a certain level of care. We have cared for these patients without complaint because this is our community and the needs of our patients are at the center of what we, as nurses, do.

BAH nurses have been asked to put our vacation requests on hold due to the pandemic, low staffing, or for the emergency medical record (EMR) conversion. We are feeling the effects of not having taken time off. We are experiencing exhaustion and burnout. Some of us have even homeschooled our children while working full-time.

We continue to care for higher acuity patients, while also caring for critical COVID patients. We have exposed ourselves countless times during the last 18 months to COVID. We took an oath to care for those in our community because our community members’ health and safety are a priority. In order to continue providing this care for our community, we ask that BAH respect and care for the nurses the way nurses care for our patients.”

Following the opening statement, the ONA/BAH team proposed ground rules.

Administration was not prepared to propose their own ground rules for several hours, so we caucused and worked on two important language proposals we later shared with administration.

The language proposed was based on quarantine pay, which would pay a member administrative leave pay in the event of a member being sent home for quarantine during a pandemic under health and welfare.

We also proposed new language around violence prevention in the workplace, which offered guidelines and parameters around systems that would help create a safer and more supportive environment for caregivers. No decision has been made on this language and we are awaiting the response from hospital administration.

Our next bargaining session is scheduled for Oct. 1. We expect to agree on a set of ground rules with administration and will share our counter-proposal.

ONA will be working throughout the week to finalize more language to propose in this portion of the bargaining which is permissive. Mandatory bargaining (financials and benefits) will be the next steps in proposals and likely will be ready in a few weeks.

So far, the top issues in the ONA/BAH bargaining survey are: staffing, wages, scheduling and benefits. We would still like to hear from you!

If you have not filled out the bargaining survey please do so at www.SurveyMonkey.com/r/2021BAH.

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### Topics and Dates

**Introductory Steward Training**
- Saturday, October 16, 2021
- Wednesday, November 17, 2021
- Thursday, Dec. 9, 2021

**Grievance Handling Training**
- Saturday, Oct. 9, 2021

**Building Worksite Power Training**
- Wednesday, Nov. 10, 2021