Bargaining Session Summary

Friday, Nov. 12 Bargaining

ONA: Allison Hebert, Rachel Beissel, Alex Johnson, Amy Walter, Janin McBryer and Jennifer Traylor

BAH Administration: Ric Alli, Clay England, Kayla Land, Regina Rose, Liesl Peterson, Jason Lee and Andrea Polis

Bargaining Session Summary:

Today we finished the language proposal with clarifying language around Floating, Call and Charge Nurse and Grievances. We had a discussion around safe staffing and the need for a float pool and paid call. The bargaining nurses tried to address the lack of safe staffing and extreme turn over.

The overall message is: You can’t continue to disrespect your staff and expect to have a stable workforce.

- Article 15 – Grievance Procedure
- Article 17 – Seniority
- Article 19 – Labor Management

Regina and Leisl claimed to not know any of the concerns around Call, Floating or safe staffing and complained that they were not made aware of these issues. There was no official response from the BAH administration to our proposal.

Meet Amy Walter

Member Officer, Staffing Co-Chair, Bargaining Leader and Steward

Hi, my name is Amy Walter. I’m a registered nurse working in outpatient infusion.

I have worked for Bay Area Hospital for 15 years. I have worked in MCU, IMCU, and was the Infection Preventionist and Employee Health nurse for six years. I’m on the bargaining team this year because I feel that in the last two years upper management has forgotten about us.

The focus has been on EPIC, COVID-19, and travel nurses. I joined the team to bring the vision back to us, the employees who are vested in working at Bay Area and making the area a good home for our families. It is not about better wages, but about a flexible schedule that meets the employees’ needs, starting with core employees.

It’s about retention and offering those of us who have made this our home a reason to stay and not become travelers with everyone else. The team is working towards making sure we get our education money.

We are also holding HR accountable to making Workday easier to understand and giving us training in how to actually use it.

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Meet Your Bargaining Team & Stewards

Jennifer Traylor
(OR)

Gary Salcedo, Chair
(Case Management)

Amy Walter
(Patient Infusion)
bargaining team lead

Janine McBryer
(IAMCU)

Rachel Beisell
(APU)

Allison Hebert
(FBC)

Alexandra Johnson
(ICU)

You are Invited to Observe on Zoom

These are open bargaining sessions, and you are welcome to attend via Zoom. If you wish to attend the next bargaining session please email or text Misha Hernandez at: 541-210-4905 or Hernandez@OregonRN.org.

Green-Up On Wednesday!

T-shirts, stickers, surgical caps and masks are available for showing your union colors on Wednesdays.

Feel free to show your union pride anytime. Gary Salcedo has the swag in his office in Case Management including nickel sized ONA stickers to wear on your badge!

Nurses Deserve:

- Cost of living increase
- Fair pay for extra shifts
- Safe staffing levels
- Protected sick time
- PPE & COVID protections

Petition

Your officers currently have a petition that is being circulated on the floors.

The more signatures we have the better to show the Administration our strength and solidarity.

If you haven’t signed it please reach out to one of your stewards or your Labor Rep!
Membership

A strong membership means a strong bargaining session. Union members have more protection and have significantly higher wages than at non-unionized facilities.

Please follow this link to update your membership status or sign up to be a member. As a member you will be able to contribute to and vote on the contract language and proposed CBA in bargaining.

If you have questions about membership please reach out to your stewards or you Labor Rep: Misha Hernandez

Hernandez@OregonRN.org
(541) 210-4905 - www.OregonRN.org/317

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BAH Grade C in Safety from Leapfrog Hospital Safety

What This Rating Means From a Safety Stand Point

“When we talk about patient safety, we’re really talking about how hospitals and other health care organizations protect their patients from errors, injuries, accidents, and infections. While many hospitals are good at keeping their patients safe, some hospitals aren’t. Upwards of 250,000 people die every year from preventable errors in hospitals. It’s up to everyone to make sure that patient safety is the number one priority at every hospital across the United States.”

Bay Area Hospital

Received this Grade:

To view the Leapfrog link

Click here or go to: https://bit.ly/ORHospitals

Safe Staffing is Why it is So Important to Fill Out an SRDF!

Oregon Nurses Association has provided a means by which staff nurses could report when nurse staffing on their unit/shift is insufficient and/or unsafe since 1997. The report is part of the ethical obligation of nurses to report when provision of “safe patient care” is, at the least, not supported or at the most, impossible. When a nurse on a shift is faced with staffing which is imminently or potentially unsafe according to the various causes of unsafe staffing, it is intended that the nurse:

- Notify someone in the chain of command,
- Ask for additional staff, and
- Ask for a response in a reasonable period of time, e.g., minutes, hours.

The diagnostic reasoning based on professional practice is conducted as to the cause. Following this, the nurse assumes the patient care load as assigned, asking for help as they need. At the end of the shift, or within 48 hours, the nurse completes the form.

Here is the link: SRDF@OregonRN.org

Meet Amy Walter (from page 1)

We have a great team this year and we are here for you if you have any questions or concerns you would also like us to address.

We are the union, and we are only as strong as our members! Don’t forget to wear green on Wednesdays to support our bargaining endeavor!
As a member of ONA, you are entitled to a wide variety of benefits ranging from professional development to discounts on products and services, to ANA benefits and a lot more!

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**ONA Strike Support for OFNHP**

The ONA stands in solidarity with the more than 3,400 nurses and other health care professionals represented by the Oregon Federation of Nurses and Health Professionals (OFNHP) who submitted their 10-day strike notice to Kaiser Permanente and plan to walk out at 6:00 a.m. on Monday, November 15. ONA also submitted a 10-day notice that allows us to engage in picketing and other protected actions in support of our colleagues at OFNHP. (ONA nurses’ solidarity actions with OFNHP will take place outside of work hours and ONA nurses will continue working their scheduled shifts at non-Kaiser health care facilities.)

Many of you have expressed interest in showing support. Now is the time. In addition to contributing to the strike fund and sharing your support on social media, you can now sign up to take part in events and ONA-supported picket times.

If you have questions please contact your ONA Labor Representative. Since the strike is open-ended, we are only planning one week at a time.

Thank you for all you do for your healthcare colleagues, your patients and ONA.

www.OregonRN.org/ONAwithOFNHP