Negotiations Update

Despite being in the worst “conference room” available on the most recent negotiating day you all showed up in force, AGAIN!

Both sides have taken notice. The constant waves of new faces at all of our negotiating sessions has definitely set a new tone compared with previous contract negotiations.

YOUR NEGOTIATING TEAM likes this new tone and attitude. The support and involvement drive our determination and resolve going forward. Stay UNITED!

All the articles with suggested changes are now across the table from your negotiating team and from the employer.

A few suggestions have been countered from both sides and we have already agreed on a couple of changes across the table.

However, some of the employer’s changes and counters go directly against what YOUR voices have told us is important.

Your negotiating team proposed changes consistent with the results of the pre-negotiation survey.

The turnout on the survey was well over 80 percent of the Bargaining Unit membership and Your Voices came across loud and firm regarding the changes we ALL need to see this contract.

continued on page 2

This Is the Time to Get Involved!

There is a Union Solidarity Fair occurring Sunday June 9, 2019 in Corvallis. For more info or to get involved please touch base with Jax Dillon.

Watch for our planned Bargain Unit day. Your Negotiating Team is planning a day open to all Bargaining Unit Nurses to be able to speak with Negotiating Team members, review the actual articles that have gone across the table, and get answers to questions or concerns.

Please do not hesitate to touch base with an Executive Team, Negotiating Team or CAT member in the meantime if you do have questions.

You can also email the Exec Team at GSRMC.execcommittee@gmail.com.

Thank you for all the support and solidarity.

-Your Negotiating Team

Next Bargaining Session:

Tuesday, June 11

Contact a member of the Executive Team, Negotiations Team, or a CAT member for details.
Below is a list of some changes requested from both sides.

<table>
<thead>
<tr>
<th>Your Negotiating Team Requested Changes</th>
<th>Employer Requested Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Increase PTO accrual and include State of Oregon mandated sick time in a bank separate from PTO.</td>
<td>1. Eliminate Tier 1 PTO accrual – no other changes.</td>
</tr>
<tr>
<td>2. Any PTO hours earned above 960 hours banked cashed out at the normal pay rate.</td>
<td>2. Reduce PTO maximum to 650 banked hours. No cash out for excess earned.</td>
</tr>
<tr>
<td>1. Increase Retirement matching benefit to be more in line with the recognized standard.</td>
<td>1. Reduce all retirement matching benefit to 2%</td>
</tr>
<tr>
<td>1. Minor changes to the break and lunch language to accurately reflect what is happening on a day-to-day basis.</td>
<td>1. Changes to the break and lunch system that are outside of State of Oregon Bureau of Labor and Industries (BOLI) standards.</td>
</tr>
<tr>
<td>1. Sweeping changes to the Step system of pay.</td>
<td>1. No Response</td>
</tr>
<tr>
<td>2. Increases to the certification differential system of pay to accurately reflect the time and financial commitments to obtain and maintain certifications.</td>
<td></td>
</tr>
<tr>
<td>1. General changes throughout several contract articles to allow the nurse to control how PTO will be used.</td>
<td>1. General changes throughout the contract to force the nurses to use PTO in situations they may not want to.</td>
</tr>
</tbody>
</table>

### Don’t Miss Important ONA Emails

#### Common Reasons for Not Receiving ONA Emails

1. **Mislabeled**: Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email**: ONA does not have an email on file for you.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out**: You have opted out of receiving emails.
6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

#### Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.