**Mediation FAQ**

**What is mediation?** The voluntary process in which a neutral third-party assists labor and management to reach agreement during contract negotiations. Mediation may or may not lead to an agreement between the parties and the mediator has no authority to impose an agreement upon either party.

**What is the role of the mediator?** During negotiations, a mediator uses their knowledge of the industry, similar negotiated settlements, the parties, and the issues to guide negotiators past potential barriers to settlement. Mediators may offer procedural or substantive suggestions and recommendations throughout the process. However, a mediator does not have authority to impose a settlement or to determine contract terms.

**What is impasse?** An impasse occurs when the employer and union reach a point during the mediation process when the parties are reasonable in assuming that further negotiations would be pointless.

**What happens if the hospital reaches impasse?** Once the employer reaches an impasse, it is permitted to implement changes to the terms and conditions of employment that are consistent with the previous proposals to the union. An employer cannot offer greater benefits or ones that differ from those presented during negotiations.

While we would prefer that mediation result in a tentative agreement that our ONA bargaining team can recommend, you should be aware of the possibility that the hospital will declare an impasse. This means that they believe no further progress toward an agreement can be made. Generally, once an employer believes that the parties are at an impasse, it will present its last, best and final offer to the union. If the final offer is voted on and rejected by the bargaining unit this could serve as additional evidence of an impasse. Once it is clear that an impasse has been reached, the hospital could exercise its legal right to declare an impasse and implement its final offer. At that point, our ONA bargaining team would ask the bargaining unit to authorize a strike. If a strike is not authorized, nurses would continue to work under the implemented terms, but no contract will be in effect. If a strike is authorized, nurses who decide to cross the picket line would work under those implemented terms and/or GSRMC could exercise its legal right to continue to operate with replacement nurses. Our ONA bargaining team does not anticipate the hospital declaring impasse during or immediately following our October 29 mediation session. However, we felt it was important for every bargaining unit nurse to be informed of the possibility of this eventuality occurring at any point in the ongoing process.
Meal & Rest Periods: The hospital initially proposed removal of specific language in favor of adding the line “Rest breaks will be provided according to BOLI law.” They have withdrawn this proposal but continue to seek additional language stating when the meal period must be started. GSRMC continues to propose elimination of pay for a missed meal period.

Overtime: GSRMC continues to propose language which would change the way we receive time-and-a-half pay by changing the definition of “consecutive hours worked.” This proposal would calculate our “consecutive hours off work” based on the “beginning of the nurse’s first regularly scheduled shift.” This change would mean that we would no longer receive time-and-a-half pay if we do not receive at least nine hours off between shifts worked unless it is a regularly scheduled shift – eliminating this benefit for extra shifts, call shifts worked, etc.

PTO: The hospital opened negotiations with a proposal to eliminate the Tier 1 PTO accrual rates altogether. They continue to seek lower accrual rates for nurses on the Tier 1 accrual schedule. GSRMC also continues to seek to reduce the maximum amount allowed in our PTO bank from 960 to 700 hours in 2021.

Seniority and Layoff: GSRMC continues to seek to include new language that voluntary absences (VA’s) cannot be rescinded or declined less than 12 hours prior to start of shift. The hospital has proposed a new concept of Standby Status which would allow the hospital to offer a nurse who is being cancelled the option to be placed on stand-by for the first four hours of their shift. Should the cancelled nurse agree to be on standby, we would be paid $10 per hour for those four hours, regardless of whether we are called in during that time. If called in during the standby period, we would report to work at the regular rate of pay.

Grievance Procedure: The hospital maintains the proposal that grievances may only be initiated at Step 3 of the process if the issue affects a group of nurses “across multiple departments.”

Retirement Plan: GSRMC continues to propose to reduce the retirement contribution match to 2% for everyone (from 3% for tier one RNs).

Compensation: The hospital continues to seek that preceptor pay be paid only for hours we are assigned a preceptee and not all hours worked. They continue to propose that certification need to be applicable to our current position in order for us to receive the certification differential. GSRMC continues to propose that Clinical Coordinator/Charge Nurse Differential only be paid for hours working in the role and not all hours worked.

Many of these takeaways proposed by the hospital were also proposed at the bargaining table at Lebanon. GSRMC has subsequently stepped back from the vast majority of these proposals to reach a deal with the Lebanon ONA nurses and we expect them to do the same for us here at Corvallis!

Join Us for Unity Breaks Beginning Oct. 29

Unity breaks are an opportunity for us to exchange information about what's happening at the negotiating table and in our respective units. Meet us in the main lobby (near the mail room) for coffee, snacks, and a quick bargaining update between 1100-1400 on Tuesday, Oct. 29.
Are There CATs on Your Unit?

Contract Action Team (CAT) members are nurses who volunteer to be point people on their unit/shift for sharing information about bargaining. They also help do things like remind people to participate in surveys, help distribute stickers, share info about upcoming events/actions, etc. CAT work is usually very simple, and doesn't require much time outside of work, but it's a crucial aspect of our success in bargaining. We need at least one CAT per shift, per unit. CAT members usually huddle every Wednesday around 3 p.m. to get copies of the latest bargaining update for their unit, and to get the scoop on our latest actions or activities in support of negotiations. If you would like to get involved, please contact Melinda at mcolon97333@gmail.com

Reminder of Your Rights as an ONA Member

Rights as a Member:
• Discuss your terms and conditions of employment or union organizing with your co-workers or your ONA Labor Relations Representative.
• TAKE ACTION with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency and seeking help.

What Management Cannot Do:
• Prohibit you from talking union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
• Restrict you from talking about the union during work time, so long as you are allowed to talk about other non-work-related subjects (like your kid's soccer game, Game of Thrones, etc.) while at work.
• Question you about your union support or activities in a manner that discourages you from engaging in that activity.
• Prohibit you from wearing union hats, buttons, t-shirts and pins in the workplace except under special circumstances.

Any questions? Talk to your ONA executive team, your department ONA Steward or your ONA Labor Relations Representative.

Mediation Survey Closes Monday, Oct. 28 at 4 p.m.

Our ONA Bargaining Team has heard from some nurses that they are willing to do whatever it takes (including strike) to achieve our goals in bargaining, and that they want our team to push to the very end on every single issue. In order to have a clear assessment of our strength and ability to win, we need more information about how our coworkers are feeling about this process. Please participate in this short survey before it closes on Monday Oct. 28 at 4 p.m.
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, have built in spam/junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Spam/Junk Filters**: 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.