TAs Reached in Mediation So Far

Your Good Samaritan Regional Medical Center (GSRMC) bargaining team had a mediation session with administration this week. We were able to reach some areas of tentative agreement (TAs) but have many issues still on the table. The following TAs have been reached:

**Article 2 Association Privileges**

We agreed to additional language ensuring that ONA leaders conducting the union orientation will be paid for their time and that nurses who have transferred into our bargaining unit can attend the union orientation. We agreed to additional language requiring the hospital to notify us if they feel something inappropriate has been posted on a union bulletin board rather than just removing it.

**Article 12 Participation in Committees**

We agreed to add the Ethics Committee to the list of committees that union nurses hold a seat on. We agreed to additional language ensuring that meeting minutes will be available and accessible to nurses.

A full description of all the tentative agreements reached to date and all the outstanding proposals will be provided next week.

Where We Stand on Retirement and Health Insurance

The hospital has proposed reducing the retirement contribution match to 2 percent for all nurses. Currently, nurses hired before Sept. 2013 are receiving a 3 percent contribution match so this would be a reduction for roughly half of our nurses. Our bargaining team is seeking an increase in the retirement contribution match for all nurses. We have proposed a 4 percent contribution match for nurses with five or more years of service and a 3 percent contribution match for nurses with less than five years of service.

Our bargaining team is seeking to cap health insurance premium rate.

Continued on page 2
increases to 2 percent each year max. We have also proposed that copays be reduced by 90 percent for care received at a Samaritan Health facility. The hospital is seeking to maintain the ability to raise insurance premium rates by up to 10 percent each year. These are two very important economic issues which have a profound impact on the overall compensation package for our nurses. We all know that our premium rates have increased every year, which amounts to a reduction in our take home pay. The upcoming mediation sessions will focus on all outstanding economic issues – stay tuned for comparative data which will be released soon.

Next Unity Break: Thursday, Nov. 7

Our first Unity Break was a great success! Over the course of three hours, more than 60 nurses and several other coworkers gathered in the hospital lobby to talk about bargaining, learn about the next steps in our campaign, and share coffee, cookies, and conversation.

There are many public areas of the facility where nurses and other employees routinely take their breaks, including the hospital lobby. Talking about our union during our break time is protected activity under state and federal labor law. It is illegal for an employer to create different rules for employees who choose to spend their breaks talking about the union.

We will continue to hold unity breaks every day we are scheduled for mediation. Did you miss us this week? Join us next time!

Stories Matter: Share How You’re Impacted

We aren't just numbers to move around a balance sheet. PTO, health insurance costs, retirement benefits, and excessive mandatory call have a human cost on us as nurses, on our families, on the patients we serve, and in our broader community.

Over the next two weeks, we need to hear from you. Tell us how these issues have impacted you. How has excessive call changed your ability to be there for important events in your family? How have health insurance costs impacted your family’s finances? How has your ability to provide safe, quality patient care to our community been impaired? What are the instances of waste and hypocrisy you see every day at Samaritan?

Soon we'll be circulating story sheets throughout the hospital (electronic forms can be found here for people who type faster than they write). Please return your stories to a CAT member, bargaining team member, or electronically before Nov. 15. If you have multiple stories to tell (we know you do), don't hesitate to fill out multiple forms.

Our stories are important because they force administration to be accountable for the human impact their proposals and policies have on the people who keep this organization running. Our stories are powerful tools in informing our community, our patients, and other allies about what's truly at stake in these negotiations.
Save The Date: Strategy Meetings Nov. 14

Some things just can't be talked about over social media or in a newsletter. That's why face-to-face meetings are important. We know there's a lot at stake in these negotiations. It will take all of us working together to win a contract that addresses our concerns.

At our next membership meeting, we'll be talking through our strategy going forward, and what we can all be doing to prepare.

Plan to drop by one of the following sessions for as long as you're able.

Strategy Meetings
Thursday, Nov. 14
11 a.m. - 1 p.m. or 5 - 8 p.m.
Location TBD

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 remind people to participate in surveys, help distribute stickers, share info about upcoming events/actions, etc. CAT work is usually 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 about 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.

Contract Action Team members are an integral part of success during bargaining, sharing updates and keeping the bargaining unit informed about what is happening at the bargaining table. Your bargaining team (seen here) depend on the CAT to make sure every nurse’s voice is heard.
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.