Heading To Mediation

After 13 bargaining sessions, we have been unable to reach agreement with Good Samaritan Regional Medical Center (GSRMC) and have requested mediation. Mediation is a voluntary process which brings a neutral third-party into negotiations as a facilitator. A mediator is assigned by the Federal Mediation and Conciliation Service (FMCS), an independent agency of the federal government whose mission is to preserve and promote labor - management peace and cooperation in accordance with the National Labor Relations Act (NLRA). The mediator will assist us in reaching agreement by facilitating discussions to improve the bargaining process. 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. 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.

We have contacted the federal mediator assigned to ONA/GSRMC negotiations to schedule dates for mediation. We do not have confirmed dates yet but believe we will begin mediation in mid-October based on the mediators' availability.

Mediation is an altered process of negotiations where, by and large, the bargaining teams do not come together around a common table but rather have the mediator engage in "shuttle diplomacy." We will announce mediation dates as soon as they are confirmed.

Bargaining Progress To Date

Despite very little progress on our priority issues - limiting the excessive call burden in surgical services departments, affordable health insurance, paid time off (PTO) accrual, and fair treatment for internship nurses – we have achieved a number of tentative agreements (TA's) during our 13 bargaining sessions:

**Article 1 Recognition** – We have agreed to:

- Alter the recognition clause of our contract to reflect regular nurses rather than general duty nurses for consistency with Article 3 definitions.
Bargaining Progress (continued from page 1)

- Add charge nurse to the recognition language to ensure that they remain members of our union.

- Add new language requiring the hospital to notify our union of any new nursing positions or departments.

**Article 7 Leaves of Absence** – We agreed:

- That a leave of more than thirty days due to a workers’ comp injury would not affect seniority accrual for up to six months.

- Nurses may use PTO at their discretion for all leaves of absence unless they are receiving short term disability.

- A nurse returning from a leave of absence will have their regularly scheduled shifts restored and any nurse who picked up those shifts as extra may be cancelled.

- To include having a miscarriage as a qualifying event for bereavement leave.

- To include language from the hospital policy on jury duty attendance in our contract, ensuring that nurses are paid, and describing a process for notifying management.

**Article 8 Paid Educational Leave** – We agreed:

- To include language ensuring that classes required by the hospital will not come out of our paid educational leave.

- That the hospital and our PNCC will create a more streamlined process for managing paid educational leave requests.

- That per diem nurses will receive credit towards their minimum requirements for covering up to two shifts per schedule for another nurse on their home unit to attend mandatory education.

**Article 11 Professional Nursing Care Committee (PNCC)** – We agreed:

To include two alternates on the PNCC.

That the PNCC meeting agendas and minutes will be posted on the intranet.

**Article 13 Labor Management Cooperation Committee (LMCC)** – We agreed:

- To increase nurse representative members from three to four.

- That meeting minutes would be posted on the intranet.

**Article 14 Professional Development** – We agreed:

- That the hospital will provide eight weeks’ notice of in-service education programs whenever feasible.

- That if a nurse is a no-show to a mandatory education class they signed up for without giving 24 hour notice using the department’s appropriate sick call procedure and/or call line, PTO may be assessed for the class missed.

**Article 20 Successors** – Minor grammar changes.

Over the next few weeks, while we await mediation, look for newsletters with more detailed information regarding our proposals and management’s position!
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.

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit OregonNursesFoundation.org for more information or to donate.
ONA Contract Update Meeting Oct. 2!

All bargaining unit nurses are encouraged to attend an ONA contract update meeting from 5 - 9 p.m. on Wednesday, Oct. 2, 2019, in the Ancillary Education Room. The purpose of this session will be to share more detail about the issues we’re hoping to address in mediation, and to discuss next steps in our campaign to pressure GSRMC to make movement at the negotiating table. Drop in anytime for the latest information about bargaining, to ask questions and to get a better understanding of the role you play in our fight for a fair contract. We look forward to seeing and hearing from you next week.

Join the Contract Action Team (CAT)

The GSRMC contract action team (CAT) has been hard at work supporting our bargaining team in their efforts for a fair contract. The CAT works to make sure our members are informed about negotiations. They help spread the word about actions we can take to support our priority proposals at the bargaining table.

We are always seeking more CAT members! If you’re interested, please contact Melinda Colon, CAT Chair, at mcolon97333@gmail.com.

Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.

Part 1: Oregon’s Nurse Staffing Law
Part 2: How to Write a Better Nurse Staffing Committee Charter
Part 3: How to Write a Better Staffing Plan
Part 4: Staffing Committee Orientation

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.