Management Wants to Stop Bargaining; What’s Next for Us?

Given the recent developments at the bargaining table, it’s time to explore next steps. Our team offered collaboration to remedy the safety concerns raised by Joint Commission on Accreditation of Healthcare Organization (JCAHO) and Centers for Medicare & Medicaid Services (CMS.) Our team drafted proposals specifically to address these issues. Our team explained to management that the current sub-standard pay is a major obstacle to recruiting and retaining nurses, which contributes to the lack of stability among staff to help deal with safety issues. However, management responded to our efforts by cancelling negotiations.

So what do we do next? Over the next few weeks, we will be exploring options with the bargaining unit nurses. Next steps will potentially include a vote on management’s current proposals, a vote for informational picketing, and a picket in front of the hospital. But no matter what, nurses will be involved in making that decision. Thank you, everyone. We appreciate the continued support and will be counting on it as we fight for a stronger contract together!

Informational Picketing FAQs

**What’s an informational picket?** Nurses walk, carry picket signs, and hand out leaflets on the public side walk in front of the hospital, in an effort to share our message of concern with the community.

**Is it like a strike?** No. We are not asking people to honor the picket line and not cross. Staff scheduled to work should go to work. Patients scheduled for care should go and get their care. The specific purpose of the action is to communicate the issues we have at the table with the public.

**Is it legal?** Yes. It’s not just legal, it’s our right as a union member!

**Who can picket?** Everyone. By everyone, we mean EVERYONE: you, your family, your friends, your neighbors, your colleagues and your pets!

**Who decides if we have an info picket?** Nurses decide. When the time comes, nurses will vote to have an informational picket.

**Why involve the community?** We serve and advocate on behalf of our community everyday. The issues we are dealing with directly impact them. They not only need to hear, but will understand and support why we are concerned about the lack of staffing, our inability to recruit and retain nurses. In light of management’s recent decisions, we cannot simply suspend negotiations and ignore the real problems that exist.

**How can I help?** If you are scheduled to work, go to work. Join the line before/after a shift, on breaks/lunches. If it’s your day off, join the line. Most importantly, ask you friends and family to walk the line with us.

**Can I get in trouble if my manager doesn’t like it?** No. It is illegal for managers to question or discipline any nurse for talking about or participating in an info picket. The National Labor Relations Act specifically protects participation in this type of union activity.

ONA Negotiation Committee
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Bargaining Dates Cancelled by Management
8/19/2011
8/31/2011
9/1/2011

On 8/25/2011, management’s attorney requests stalling negotiations for four months!

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