We are ONA

Next Steps on the Road to Bargaining!

Since our union vote on April 6, our organizing committee has been focused on navigating the Family Birth Center (FBC) reopening, supporting our Staffing Committee nurse representatives, and lining up the structural pieces we will need to be a formal organization of nurses and empower us to bargain a strong first contract!

So what’s coming up next? This month we are drafting and tentatively approving our bargaining unit’s bylaws — that’s the document that lays out processes and procedures on everything from the make up of our union executive committee and bargaining team, to how nominations and elections will work.

- Mount Hood members vote on our new bylaws in late May or early June

After our bylaws are ratified by the membership, we’ll use those guidelines to run Executive Committee and Bargaining Team nominations and elections in early summer. After our representatives are elected we can start preparing for bargaining!

- Bargaining Team gets trained by ONA Labor Representative on the legal framework and process for negotiations
- Circulate a pre-bargaining membership survey to identify priorities
- Request information and select initial bargaining dates from employer
- Draft initial contract proposals
- Plan a bargaining kick-off for all members to start out negotiations UNITED and STRONG

To Build Union Strength

By pledging, your membership will automatically start once our contract ratifies.

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What can we all do over the next few months to continue to build a strong union and prepare for bargaining?

Fill out your membership form using the link or QR code provided in the article below.

Let us know if you’re interested in joining the Contract Action Team (CAT) — this is the group who will be the communicators and mobilizers in each unit during bargaining. Let us know if you’re interested in getting involved or learning more here: https://forms.gle/gQQZg96UcUZsiKTD8

Status Quo

Management cannot make unilateral changes to our working conditions without our agreement. This a major difference. Many of us have experienced administration arbitrarily changing what they like, when they like, without our say. Since our election that has changed. Status quo means that any current policy or process remains in play until we negotiate and vote to accept our own contract. Any unilateral changes by management without negotiating in good faith with us is an unfair labor practice.

Membership

High membership going into bargaining is one way that we can directly aid bargaining and increase the overall power we have in negotiations. Membership shows management that nurses are engaged and united and makes for a much stronger overall union.

If you filled out an authorization card before our election then you are now a member, though union dues won’t start until after we all vote to ratify our contract after negotiations are complete.

If you didn’t get the chance before the election or are newly hired, then follow this link: https://fs22.formsite.com/nAjztM/gbger1e3kn/index

When you fill out your membership form, it gives you options on ways to receive communications so that you will be sent emails on updates, alerts, announcements about our union: bargaining, actions, changes, events, votes, elections, and more!
Like our **Facebook** page: https://www.facebook.com/Mt.HoodUnited

Get added to our **Signal chat**: talk to an Organizing Committee member to get added, it’s a great platform for getting fast updates and information as things happen as well as a great resource to reach out for help or questions relating to your job and your union!

Check out our **ONA webpage** for updates: https://www.oregonrn.org/page/lmh

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**Nurse Staffing: Help Pass HB 2697**

Oregon is facing a staffing crisis in our hospitals. Nurses and health care workers have been pushed to the brink by short staffing. Workers are struggling, and patient care is suffering. House Bill 2697, as amended, will support nursing, professional, technical, and service workers and improve patient care in hospital settings through enforceable mechanisms by requiring that hospitals provide enough staff to care for patients, prevent unsafe patient assignments, provide legally-required breaks for meals and rest, and give workers a voice in setting the staffing levels. As amended, there is no known opposition! Use this easy tool to write a letter to your legislator asking them to vote YES on House Bill 2697 to support health care workers and patients. Safe staffing saves lives!


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**You Know It Matters ● You Know You Care ● Help Make an Impact!**
After months of organizing and pushing back on Legacy’s decision to close our Family Birth Center (FBC), nurses joined by the community and our legislators successfully shined a spotlight on this decision that would have a detrimental impact on pregnant people and families in our community. The Oregon Health Authority (OHA) denied Legacy a waiver to close, forcing them to reopen. This is a huge win and shows that collective action works!

Together we held rallies, vigils, wrote letters, spoke out at community forums, wore buttons, and shared our stories to legislators. The OHA listened and told Legacy what they did was bad for our community and against the law.

We are proud of our family of Mount Hood nurses for sticking together and look forward to welcoming our FBC colleagues home. Legacy just announced a change in their timeline, they are now pushing back their opening to tentatively take place June 12 in order to safely staff the unit.

This is not the end of our fight. Legacy continues to show a deep lack of care and respect for their nurses in their rehiring of our FBC colleagues.

Nurses had to hold firm in not accepting positions under the unilateral change in start time from 6 a.m. to 6 p.m. to 7 a.m. to 7 p.m. this was a huge quality of life issue for many nurses - that show of force successfully got Legacy to stick with their original start times, another win!

With the original phase 1 opening of May 8, nurses had been told they would be forced to use AFN or APN in the case there was a delayed opening due to lack of staff – nurses pushed back with a collective letter requesting administrative pay instead. Nurses are gratified that this will not be necessary with a more sensible and safer opening timeline.

FBC nurses are looking forward to sitting down with management once they are back in the door to have a collaborative voice in discussing all that will go into making our FBC reopen work for nurses and their patients.