

**GROUND RULES FOR NEGOTIATIONS
BETWEEN
LEGACY MOUNT HOOD MEDICAL CENTER
AND
OREGON NURSES ASSOCIATION**

The Parties agree to the following ground rules for negotiations for the collective bargaining agreement between the Legacy Mount Hood Medical Center (Hospital) and Oregon Nurses Association (Union).

1. Good Faith

The Parties agree to meet and bargain in good faith.

2. Chief Spokesperson

Each bargaining team will include a chief spokesperson who shall be empowered to engage in bargaining and bargain to conclusion. The chief spokespersons will be responsible for maintaining team conduct and shall serve as primary spokespersons at the table.

3. Meeting Rooms

The Hospital will arrange for two rooms on the Hospital campus for each bargaining session and shall provide the Union with seven days' advance notification of the location.

4. Meeting Times

The Parties will agree to hold bargaining sessions every other Thursday from 1-5 pm, starting on January 11, 2024, except by mutual agreement. The chief spokespersons may agree to a different schedule or to additional sessions. Meeting schedules may be adjusted by mutual agreement of the chief spokespersons. The chief spokespersons will set the agenda for subsequent meetings at least 24 hours before the session.

5. Release Time. Bargaining team nurses will arrange their schedules to be able to attend bargaining, either through self-scheduling, flexing, and/or trades with other nurses. For days where the nurse cannot rearrange their schedule or otherwise flex their schedule, the nurse will follow the APL scheduling procedure, and may use APL and/or unpaid time ("UWB" code). The Hospital will assist Nurses in arranging their schedules to attend bargaining when needed, consistent with patient care needs and applicable scheduling policy.

6. Proposals

All proposals and counter proposals will be presented in writing, one copy per team member. Electronic copies will be provided to the other Party within 72 hours after the conclusion of the session.

7. Tentative Agreements

1 Tentative agreements will be initialed and dated by chief spokespersons and are
2 subject to reaching agreement on the whole.

3 4 8. Information Requests

5 Reasonable information requests necessary for negotiations will be made in
6 writing and directed to the chief spokesperson for each party. Responses
7 will be provided in accordance with the parties' obligations
8 under the National Labor Relations Act.

9 10 9. Caucuses

11 Separate rooms will be provided for caucusing, one of which will be the
12 bargaining room. Each bargaining team may, after informing the other team,
13 adjourn to caucus for a reasonable time.

14 15 10. Code of Conduct

16 Discussions in bargaining will be respectful and collaborative. Each side will be
17 responsible for the conduct of its non-bargaining team observers.

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19 No person may make an audio, video, or any other recording of a bargaining
20 session. Nothing in this section prohibits anyone from taking notes. Any behavior
21 by bargaining team members not expressly prohibited by these rules shall be
22 deemed acceptable behavior so long as it remains within the confines of good
23 faith bargaining.

24 25 11. Observers

26 Observers from the bargaining unit, ~~and/or~~ Hospital management, ~~and/or~~ ONA
27 ~~staff~~, will be allowed to attend bargaining, in accordance with the following:

- 28 a. Observers will be limited based on the room size. The Hospital may
29 have up to ~~four~~six observers and the Union may have up to ~~tent~~twelve 25
30 observers. Observers for either pParty will be seated in chairs behind their
31 respective representatives. 12/21/23
32 b. No other observers will be allowed to attend, either in person, by phone, JmO
33 or otherwise, except by mutual written agreement of the parties. 12-21-23
34 c. Observers will enter and exit the room only during breaks in bargaining.
35 d. Observers will conduct themselves respectfully and will not interrupt or
36 interfere with the bargaining process in any way.
37 e. Observers will be informed of the prohibition against recording,
38 f. Observers who violate these ground rules will be prohibited from further
39 attendance if appropriate.

40 41 11. Subject Matter SpeakersExperts

42 Either pParty may bring a subject matter speaker expert from within Legacy or
43 the Union to a particular session for purposes of presenting information. This
44 may include bargaining unit nurses with specific information about proposals on
45 the table. If either pParty plans to bring such a subject-matter speakerexpert to
46 bargaining, that pParty will give the other pParty at least 24 hours' advance

1 notice. This notice period may be waived by mutual agreement in appropriate
2 circumstances.

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4 12. Initial Proposals

5 ~~All initial proposals shall be presented by February 29, 2023. This does not~~
6 ~~apply to counter proposals. The Parties will check in once per month to discuss a~~
7 ~~potential deadline for initial proposals, depending on progress to-date.~~

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11 For the Union

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13 For the Hospital

14 Date: 12-21-23

Date: 12/21/23