Dear AURN members,

We are deeply disappointed to report that management walked away from negotiations today. We were scheduled to meet this morning to receive a counter-proposal from them, but instead, they informed us that we could take or leave the one proposal they had given us so far on October 6 and would not be bargaining with us today. We could not agree to this and requested that negotiations continue. Management did not agree and ended the meeting after reading their statement to us.

We cannot in good conscience agree to management's proposal, given the survey data we collected from over 1000 nurses. We are now asking all of you to review the proposals as they currently stand and watch for further communications. Please read the summary of the proposals.

What does this mean right now? As of midnight tonight, October 8, our COVID-19 MOU, and our Redeployment MOU shall expire with no replacement MOUs in place. If you are instructed to continue redeployments, we advise you to follow instructions, but contact AURN to determine if there are contract violations or unfair labor practices.

We continue to ask management to return to the table and make sure redeployments can continue with proper protections in place so that we can care for our patients. Right now, under labor law, management may not implement their proposal without reaching an agreement with us. But this also means management might think they can withhold critical benefits and protections from our members rather than negotiate with us, when we are in the middle of the delta surge, facing unprecedented risks and exhaustion in our workplace.

We are also concerned that nurses may be asked to take patient assignments that are unsafe or outside their scope of practice. We encourage all members to read ONA's Q&A on this topic and to obtain liability insurance.

We are calling on management to return to the bargaining table immediately and make major improvements to the mental health, respite needs, and redeployment processes. Ultimately, we need to see management step up and fight to keep our nurses here with true retention and recognition bonuses. While management characterized our proposal as unreasonable and irresponsible, we feel that improving mental health, respite, retention, and redeployments are fundamentally reasonable and are our shared responsibility to address.
We will also be holding Q&A sessions on zoom, so please watch for invitations to those.

Lastly, we encourage all units to talk among themselves and select strong AURN unit representatives to keep your unit informed and engaged in these efforts. Anyone who is willing to be a unit rep, please fill out the consent to serve form. As we move forward our unit representatives can serve a key role in helping with decision making and keeping all nurses involved in this process.

If you have questions please contact your unit representative, AURN Board (aurnboard@oregonrn.org), or labor representative.