Jun 19, 2017

Dear nurses at Peace Harbor,

**Thank you for all your work in support of bargaining!** We have seen substantial movement by the employer as a result of our collective efforts on the May 1 informational picket, April 4 community meeting, and February 28 unity break, as well as window signs posted around town, letters to the editor, and contacts with our supporters in the community!

We have improved our contract with tentative agreements (TAs) on issues that will improve patient care and working conditions, including:

- Increased professional development dollars
- Improved language on meals and breaks, including meals are duty-free and there is no discipline related to missed meals and breaks
- Updated language on mandatory overtime to reflect revised Oregon Hospital Nurse Staffing Law
- Clarified the order of low census
- Unit transfers must occur by the next schedule
- First-time sexual assault nurse examiner (SANE) stipend
- Differentials that match local market, including for advanced education

Over the last few weeks, our bargaining team has continued meeting and working to secure a strong contract that includes as many of our desired proposals as possible. On the evening of Tues., June 6, we held a long meeting in Florence to discuss particular proposals, and we held a conference call on Friday, June 16.

To move forward, we suggested to the employer that we hold a sidebar meeting. A sidebar allows for informal discussions between a few members from each bargaining team. This type of meeting can have several functions; in this case, we hope to identify areas where we can cooperate and make more progress on wages, contract expiration, excessive call in surgical services and home health and hospice, and after-hours safety of home health and hospice nurses. The employer agreed to this sidebar, and representatives from both bargaining teams will meet in Tualatin on Wed., June 21.

Note: A sidebar is NOT formal negotiations. Since our entire team is not present, we do not make decisions. It is merely an effort to understand both sides’ positions more completely and deeply. We hope these discussions will lead to outcomes that address both sides’ concerns.

If successful, these discussions could help us move closer to agreement at our next mediation session, which is scheduled for July 12 in Florence.

If you have questions, please contact a member of our bargaining team: Ron Ferrand, Elaine Beers, Sandy Fleetwood, Judy Thibault, Kathy Callis, and Lorie Roeser. They are your primary source of timely and complete information! If you need assistance in reaching them, please contact ONA labor relations representative Gary Aguiar at 503-444-0690 (text/call) or Aguiar@OregonRN.org.