St. Alphonsus - Baker City Bargaining Update

Update
The contract was not ratified with a majority of ONA members rejecting it. Our labor rep reached out to the employer to ask for more bargaining dates with no response after one week. A second email has been sent to the employer offering some suggested dates to return to the bargaining table. We have given the employer until close of business on Friday, Oct. 6, to respond.

The employer was very insistent about getting rid of the evening shift. It was a surprise to your bargaining team when we saw the “Pay Practice Standardization SAHS” policy that was sent out by the employer with an effective date of Sept. 24, 2023. We advised the employer that the ONA members would be very unlikely to approve getting rid of the evening differential. It appears they only wanted to take it away from the bargaining unit.

Words Matter
The Terms We Use Frame Our (and Others') Thinking. The words we use shape our (and others') thinking about what we stand for. Often, we and others use third-party phrasing to discuss the union by saying "the ONA this" or "the ONA that."

WE ARE ONA! Instead, we should say "we" or "ours" or "the nurses." For example, it is not "the contract" but "our contract." Our bargaining unit is US, and we are represented by our fellow nurses at Saint Alphonsus Baker City.

Another example is the use of the word "hospital" to describe the employer. The implication is that hospital administrators are "the hospital," when actually it is the caregivers, including the nurses! It is more accurate to call them the "employer," because in our relationship as employees, their role is the "employer."

Further, some nursing administrators refer to themselves and other managers as "leaders," which is inaccurate. Leaders are defined as people who facilitate change, hopefully for the positive good. Some managers may perform that function, but actually their primary role is to manage resources, specifically money and personnel. Leaders can populate any rank of an organization, including an entry-level job. We should call managers what they are: managers.

ONA Virtual Events
If you are interested in learning the fundamental skills needed to successfully enforce your contract with a virtual Introductory Steward Training, please click here for more information and to register.

If you are interested in joining colleagues from across the state to discuss the new Oregon Nurse Staffing Law, click here for more information and to register.

If you have any questions, please contact your ONA labor representative, Rhonda Kenny at Kenny@OregonRN.org.