Executive Committee

**CHAIR**
Christine Holden (Hospice)

**VICE CHAIR**
Vacant

**SECRETARY**
Cory Hoffman (L&D)

**TREASURER**
Vacant

**MEMBERSHIP CHAIR**
Johanna Bilbo (Ambulatory Surgery)

**GRIEVANCE CHAIR**
Karen Jantzi (PACU)

**PNCC CHAIR**
Kathie Davis (ED)

**AT LARGE BARGAINING TEAM MEMBER**
Shannon McGarrin (Med Surg)

Stewards
- Amina Topp (ED)
- Chris Holden (Hospice)
- Karen Jantzi (PACU)
- Kathleen Davis (ED)
- Regina Leyem (OR)
- Monica Parker (Hospice Coastal)
- Shannon McGarrin (CCU)
- Cory Hoffman (LD)
- Vicky Crockett (ED)

**ONA LABOR REPRESENTATIVE**
Gary Aguiar
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We are ONA

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**CASE MANAGERS JOIN ONA!**

In January, the case managers at Samaritan Albany successfully voted to join our bargaining unit. Since then, we have been negotiating a side letter to include them in our contract. We have reached agreement on nearly all aspects of their working conditions, except wages.

The employer is insisting to pay them at a lower tier of wages, based on an external market study of case managers. They acknowledge that the labor market used includes non-unionized nurses. Our executive committee is very concerned that once we allow a lower tier of wages for these nurses, the employer will attempt to move other clinical nurses to that lower tier.

In our bargaining unit, that could include Ambulatory Infusion, Hospice Outpatient, and Sarah’s Place (Sexual Assault Nurse Examiners).

Our executive committee is unanimously opposed to creating a lower tier of wages for any nurses in our bargaining unit. A fundamental principle of unionism is that workers are paid the same wage, except for higher wages based on years of service and differentials for certifications and other specialties.

We want to hear from you. What are you willing to do to support these nurses and our executive committee in supporting a single wage scale for all nurses?
In bargaining last round, we won wage parity with Corvallis nurses! Upon ratification, a 2.75% across the board wage increase was followed by 1% in January 2022. In July 2022 and July 2023, 2.75% wage increase.

**WE INCREASED SEVEN DIFFERENTIALS:**

- Weekend differential increased to $2.00/hour (previously $1.75).
- Increase differentials for BSN to $1.50 and MSN to $1.75 (previously $1/hour for either degree).
- Evening shift differential increase to $2.50 (previously $1.75/hour).
- Night shift differential will be tiered based on years working night shift: $5/hour for first four years, $5.75/hour for 4-8 years, $6.25/hours for 9+ years (previously $5.00/hour for all).
- Preceptor differential increase to $1.50/hours from 75 cents previously
- Increase on call pay to $5.00/hour regular, $6.00/hour holiday. (Previously $4.50/$5.00, GSRMC is $4.75/$5.50.)
- In Surgical Services, call back increase to $12.00/hour from $10/hour; increased after shift and second crew differential to $12/hour from previous $10.

We transformed the MA rotation list so that it continues in a cycle and no longer resets every pay period. Everyone will take cuts equitably. One-quarter of a shift counts as a turn and no nurse can lose more than 18 hours in a pay period. We brought the low census cancellation (i.e. cut order) into its own section of the contract, so we no longer use the layoff order language.

**OTHER MAJOR VICTORIES INCLUDE:**

- For the first time, we have clear rights on department reorganizations.
- We recaptured some ability to rescind our PTO.
- Nurses who work a shift less than seven hours may waive their right to meal period. OR and PACU nurses may waive meals and breaks on call back.
- We improved shared governance with staffing committee direct care reps paid for their time outside of the committee and required UPCs in all departments.
- Corrective actions older than five years cannot be considered.
- Reformed the professional nursing care committee, now the nursing education committee, to focus on administering education funds.
- A SAGH nurse to serve on SHS health insurance advisory committee.
- Hospice Valley Outpatient. When ADM absent, vacant shifts are treated and paid as orphan call.
- Hospice Coastal will create and post an on-call position (0.6 FTE) to partially relieve them of taking all call shifts.

**TO GET THOSE GAINS, WE AGREED TO THREE TAKEAWAYS:**

- The PTO cap will be 700 hours effective July 1, 2023, down from previous 760.
- In surgical services, we will phase out age 62 call exemption at end of hospice outpatient this contract, but those who reach 62 by then are grandfathered out.
- In Hospice Outpatient, when insufficient volunteers leave absent ADM shifts vacant, employer may assign call, in rotation, not to exceed one shift per month.
Our Actions Move the Employer

When we present a united front to the employer, we move the employer on our issues. Nurses who speak with one voice can improve patient care and working conditions.

In 2021, our negotiators were Melissa Pfleiger, Christine Holden, Karen Jantzi, Johanna Bilbo, Amina Topp, Kathleen Davis, and Shannon McGarrin. They were supported by our field team who held many conversations with members: Jennifer Diehl, Johanna Bilbo, Rebecca Zimick, Regina Leytem, Charlotte Aaron, Heather Moyer, Kim Fletcher, Victoria Crockett, Cindy Mintun, Joni Tinch, Charity Durkee, Lauren Conser, Shannon McGarrin, and Jenny Johnson.

In our assessment prior to bargaining, we identified 32 nurses who had participated in three or more ONA activities in previous years. Another 52 nurses had participated in at least one ONA activities previously.

Eight-eight nurses completed our 2021 pre-bargaining survey. Sixty-two nurses attended at least one bargaining session. A dozen nurses attended three sessions! We also held several successful green up days with buttons and signs.

These successful job actions were visible to the employer in 2021 and moved them on our issues. We are hoping to enhance the participation of nurses in ONA activities 2024.
A Bargaining Primer: Part Three

This is our final article in our three-part primer on bargaining. See Part One 2023-07-31_sagh_nl.pdf (ymaws.com) and Part Two 2023-08-15_sagh_nl.pdf (ymaws.com).

In the late stages of bargaining, the parties may suggest trades or packages to move forward. Trades typically occur when the parties agree to withdraw or accept an offer contingent on the other side withdrawing or accepting another proposal. For example, we might agree to withdraw one of our proposals, if the employer accepts another more highly valued proposal (or withdraws one of their onerous proposals).

Packages are a set of trade proposals, often quite complex. They detail which proposals each side will withdraw or accept. These typically occur at the eleventh hour, the last stage of bargaining.

Once all proposals remaining on the table have been resolved—by withdrawing or accepting them—the entire agreement is referred to as a Tentative Agreement (TA). At that point, our negotiation committee asks ONA members to vote for ratification. Under our bylaws, only ONA dues-paying members are allowed to vote. Fair share payors—those who pay us an “agency fee” to administer the contract—are ineligible to vote in ratification and any other ONA election.

Typically, a bargaining team recommends a “YES” vote for ratification. In a few situations, our team may recommend a “NO” vote to show our employer that their proposals are unacceptable to our members. On rarer occasions, our team may remain neutral to seek guidance from the membership.

After ratification, both teams closely review the language to ensure that the final printed contract reflects what we agreed. Then, one of ONA’s program assistants must format the document, which includes proper pagination, appropriate headers and subheaders, consistent font style and size, and numerous other matters. Our contract has evolved through several generations of word processors from both labor and management sides. We use the track changes feature on counter proposals, but it often causes headaches later on due to embedded formatting. These hidden codes must be fixed individually. Once the final approval is received for this formatted and clean copy, we send it to the printer. This post-bargaining review and formatting process often takes several months of careful and detailed work.

IF OUR CONTRACT EXPIRES BEFORE WE REACH A FINAL AGREEMENT, SEVERAL POSSIBILITIES EXIST:

- Most often, a tentative agreement is reached, subject to ratification as discussed above.
- A contract extension is jointly agreed to, for a definite time period or until further notice.
- Union members continue to work without a contract, where the status quo prevails except for no wage increase.
- The union engages in a complete or selective strike, usually until a final agreement is reached.
- The employer lockouts or permanently replaces workers.
On July 31, 2023, Oregon House Bill 2697, our Safe Staffing legislation, became law. This legislation 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 patient assignments, provide legally-required breaks for meals and rest, and give workers a voice in setting the staffing levels. Beginning Sept. 12, ONA will host virtual Q & A forums every other Tuesday at 4 p.m. This is a great venue for all members, especially staffing committee and unit based reps, to share what they are hearing from management and strategize ways to improve working conditions and patient care with other members and ONA staff.

Join your colleagues from across the state to discuss the new staffing law. Register to attend a session today.

Visit oregonrn.org/Staffing-Law-Forums for more!

Steward Trainings

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities. There are three different steward trainings offered throughout the year. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses. Stay tuned for more training dates as they are finalized. Space is limited so register today at:

www.OregonRN.org/Steward-Training
KNOW YOUR RIGHTS!

STEWARD WORKSHOPS
Mid-Valley in Person!

LEARN HOW TO SUPPORT OTHER NURSES.

Topics include the “Weingarten right” to representation, what does an investigatory meeting look like, disciplinary procedures, and a brief introduction to grievances.

Register one week in advance by emailing aguiar@oregonrn.org

All workshops are 9 a.m. to noon

Saturday, October 14 - Albany
Saturday, October 21 - Eugene
Saturday, October 28 - Corvallis

These workshops arm you to become an ONA steward. However, there is no obligation to sign up as a steward. Just come and learn how to support other nurses!

RSVP one week in advance and we will notify you of the location of your workshop. For more information, text/call Gary Aguiar, 503-444-0690 or Aguiar@OregonRN.org