Ground Rules Between
Oregon Nurses Association and Samaritan Albany General Hospital
2021 Bargaining Round

Both parties agree:

- to develop our relationship in an environment of mutual trust,
- to commit to work collaboratively to contribute to the health and quality of life in our community,
- to be fully attentive and actively engage in bargaining,
- except under the most extraordinary of circumstances, neither party will cancel or postpone a bargaining session, unless they provide the other party with five days advance notice,
  - bargaining will not proceed if either lead negotiator cannot attend and every effort will be made for notifications to happen at least 24 hours in advance,
- once scheduled, a bargaining session cannot be canceled on that day or cut short without the agreement of both parties, in general, we'll bargain 9a – 5p. Deviations from these times will be arranged in advance, hopefully a week or more.
- when bargaining remotely, via Microsoft Teams, members of both bargaining teams shall participate with video enabled unless their equipment is technically incapable, and participants will keep microphones muted unless speaking,
- Both sides will ask their team members to test their technology in advance, so we don’t have to wait for people to arrive and connect 15 minutes late. If necessary, arrive early to ensure connection.
- Nurses from the bargaining unit and non-bargaining team managers may join as silent observers. Mute upon entry, cannot use chat. Regularly, at appropriate break points, we will ask observers to identify themselves by name and department. We will instruct nurses about these rules in advance.
- When we caucus, each side will estimate how long we’ll need to caucus. When we caucus, we the ONA team will leave Teams and move into Gary's Zoom. However, we can notify the other side by text between the lead negotiators if we need more time. In general, we will work to ensure that the other side is informed and honor/respect the productivity of the other side.
- Tentative Agreements will be signed by the lead negotiators and then the article becomes closed unless mutually agreed upon to re-open.
- All new proposals will be on the table by the end of the third session.
- ONA will present their proposals first and SAGH to follow.

For ONA:

[Signature]
Date: 4/28/21

FOR SAGH:

[Signature]
Date: 9/27/2021