SAGH/ONA
Executive Committee

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ONA Labor Relations Representative
Christine Hauck
503-302-1813
Hauck@oregonRN.org

Oregon Nurses Association (ONA)
18765 SW Boones Ferry Road
Suite 200, Tualatin, OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

Aug. 23 Mediation Session to Be Rescheduled
Date TBD: Watch you email for updates.

Bargaining Update #6

We’re sorry it has been a while since you’ve heard from your Oregon Nurses Association (ONA) bargaining team. The delay is due to an unanticipated leave by our ONA labor relations representative, Christine Hauck. To be as productive as possible at our next negotiations with Samaritan Albany General Hospital (SAGH) administration, we will reschedule our next mediation session, previously set for Aug. 23. We have already reached out to both the administration team and the mediator, Darrell Clark, to notify them of the situation.

We will take this time to assign Christine’s replacement, bring them up to speed on the outstanding issues on the table, and prepare for mediation. We also will continue our work to organize nurses in support of gaining a fair contract. Watch your email for updates! When we have more details and a new mediation date, we will notify nurses immediately. In the meantime, our ONA contract is in full effect while we continue to bargain.

ADVISORY VOTE RESULTS
A Clear “NO” and Next Steps

Thank you to the many nurses who participated in the advisory vote on the SAGH administration team’s last, best contract offer. The vote closed on July 26 with a clear answer: NO. When the votes were tallied, 84% of nurses who voted rejected the administration team’s last offer.

Moreover, the overwhelming majority of nurses voted to authorize an informational picket in the event that mediation does not lead to a tentative agreement (TA) on a new contract recommended by our team.

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Here’s what some of your nurse colleagues said about voting “NO.”

“The only way to strengthen [our] position and therefore the position of all our brothers and sisters, is to refuse to accept scraps from corporate bosses. Nurses are what makes any hospital great... We do it frequently without meal and/or bathroom breaks. Meanwhile they cut our PTO, holiday pay, insurance. We must say no, if not now, when?”

“Part time nurses should get OT for [extra] shifts. They are changing their lives at the last minute just as much as all other employees... Treat nurses with respect and pay them the deserved overtime for being willing to help out the hospital.”

“We have lost so many good experienced nurses due to this management. They have not even offered a wage that is competitive [and] we will continue to lose more and not attract any other nurses.”

We already get paid less than our sister hospitals, and administration/management is so far removed from the bedside here that I think they're blind to their own penny-wise, pound-foolish solutions.”

We have lost so many good experienced nurses due to this management. They have not even offered a wage that is competitive [and] we will continue to lose more and not attract any other nurses.”

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## ADVISORY VOTE RESULTS: A Clear “NO” and Next Steps (continued from page 1)

**Next Steps: Sign and Share the Petition!**

Our ONA bargaining team is circulating a community-wide petition in support of a fair contract for nurses at SAGH. Each of us can do our part in reinforcing this message to SAGH administration by signing the petition and by helping collect signatures in our community. Our bargaining team has copies of the petition on hand. Please contact a team member for more copies and with any questions.

## Informational Picket FAQ

Remember when our colleagues at Good Samaritan Regional Medical Center (GSRMC) voted to hold their successful informational picket in 2011? Maybe you even came to Corvallis to support your nurse colleagues by walking the picket line alongside them! The result of that well-attended informational picket at GSRMC was a contract settlement that successfully fended off significant cuts and gained important provisions to address nurses’ concerns around patient care.

As part of the advisory vote held at SAGH in July, nurses voted to authorize an informational picket if mediation does not produce a tentative agreement (TA) on a new contract that our ONA bargaining team can recommend.

Here’s an explanation of what to expect in the event of an informational picket:

### What’s an informational picket?

Nurses share our concerns with our community by coming together to carry picket signs and hand out leaflets on the public sidewalk in front of the hospital.

### Is it like a strike?

No. An informational picket is not a strike. Nurses walk the picket line on breaks and days off. Nurses scheduled to work should go to work. Patients scheduled for care should go and get their care. The specific purpose of an informational picket is to communicate with the public about concerns we have with the issues on the bargaining table.

### Is it legal?

Yes! An information picket is legal—and it’s our right as union members! More importantly, it’s a powerful way to demonstrate to hospital administration that nurses are united in our efforts to win a fair contract.

### Who can picket?

Everyone—and by everyone, we mean everyone! This includes you, your family, friends, neighbors, and colleagues, and even your pets! Everyone can support nurses striving to make our hospital a great place to work and receive care.

### Who decides if we have an info picket?

Nurses at SAGH have decided by voting to authorize an informational picket if mediation doesn’t produce a TA recommended by our bargaining team.

### Why involve the community?

We serve and advocate on behalf of our community every day. The issues we are dealing with—issues that affect retention of experienced nurses and the quality of care our patients receive—directly impact them. Members of our community need to hear about the issues we’re facing, and they will understand why we are concerned and support us.

### How can I help?

If it’s your day off, join the picket line! If you are scheduled to work, go to work, and join the picket line before and after your shift, and on your breaks and lunch. Most importantly, ask you friends and family to walk the line with us.

### Can I get in trouble if my manager doesn’t like it?

No. It is illegal for managers to question or discipline any nurse for talking about or participating in an informational picket. The National Labor Relations Act (NLRA) specifically protects nurses coming together and acting jointly to improve our working conditions.

Above: Nurses at GSRMC held a successful informational picket during their 2011 contract negotiations with Samaritan Health Services. SAGH is part of Samaritan Health Services and is currently in contract negotiations.