RATIFICATION VOTE ON 2.75 % WITH ONE-YEAR ROLLOVER

During the pandemic, our bargaining team has been negotiating with our employer on a rollover contract. A rollover means our entire contract stays exactly the same except for a wage increase and a new expiration date.

In the last few months, most of ONA’s bargaining units with expiring contracts have successfully bargained a rollover to move negotiations to next year, so we can bargain during more normal times.

In our initial proposal to the employer, our team proposed a 3.0 percent across the board wage increase with an expiration date of June 30, 2021. The employer counteroffered with a 2.75 percent pay increase with the same expiration date.

Meanwhile, we have agreed to a 30-day extension of our contract until August 1, 2020, to give us time to hold a ratification vote. Once the 30-day contract extension expires, the employer does not have to honor our grievance process. They can deny any grievance we file after August 1, 2020. Further, it removes the prohibition for us to strike or engage in other work stoppage, while simultaneously removing the prohibition on the employer locking us out of the workplace.

We are taking the employer’s proposal of a 2.75 percent raise and one-year rollover to a ratification vote by our bargaining unit. Our team is recommending a YES vote on ratification.

A NO vote on ratification means that we immediately begin bargaining with our employer on all provisions of our contract. In our experience, bargaining units where nurses engage in public job actions in a sustained, unified manner are most likely to move the employer.

A YES vote on ratification means we receive a 2.75 percent increase upon ratification. We then reopen bargaining next year on a full contract.

CONTRACT ACTION TEAM (CAT) MEMBERS

- Know the workers in their areas.
- Reach out to each worker individually.
- Complete an assessment for each worker.
- Ask workers to complete bargaining surveys and turn them in.
- Talk to workers who are unsure about their role in or support for their union.
- Report results of assessments to chief CAT.

- Continue to have conversations with members throughout negotiations, giving them updates from the negotiations team, and sending information back to the team from the members.
- Defuse negative energy coming either from anti-union members or the employer.
RATIFICATION VOTE

Please vote in our upcoming ratification vote on whether we should accept a 2.75 percent wage increase with a one-year rollover. Voting will be held online. It will open Friday, July 17, at 12:15 p.m. and close on Friday, July 24, at 12:15 p.m. We will send an email with the link to vote when voting begins.

Voting on ratification is a privilege of ONA membership. Only ONA dues-paying members may cast a ballot. If you are not an ONA member, please click here for more information and to complete an application today.

WHAT PAY INCREASES DID OTHER SAMARITAN BARGAINING UNITS GET?

This month, our sisters and brothers in Newport at the Samaritan Pacific Communities Hospital bargaining unit received a similar offer from our employer; 2.75 percent pay increase with a one-year rollover.

As you may remember, the ONA bargaining unit at Good Samaritan Regional Medical Center in Corvallis had a lengthy struggle in bargaining that began last year. They ratified a new contract in February 2020 with a 2.75 percent increase on July 1, 2020.

In December 2019, the bargaining unit at Samaritan Lebanon Community Hospital ratified a contract with our employer for a 2.75 percent pay increase effective July 1, 2020.

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org

Completing the Staffing Request & Documentation Form (SRDF)