Executive Committee
Chair: Melissa Pfleiger (ED)
Vice-Chair: Christine Holden (Hospice)
Secretary: Amina Topp (ED)
Treasurer: Vacant
Grievance Chair: Karen Jantzi (PACU)
Membership Chair: Johanna Bilbo (Ambulatory Surgery)
PNCC Chair: Kathi Davis (ED)
At-large Bargaining Team
Members: Shannon McGarrin (Med Surg)
Peggy Wilfong (OR)

SUPPORT OUR TEAM!

TAKE OUR SURVEY
We need all 220 nurses in our bargaining unit at Samaritan Albany to get a strong contract! We need to create a strong chain to move the employer. We are only as strong as our weakest link. Please encourage all nurses to complete the survey.

It is a two question survey for you to prioritize our proposals and indicate how you are able to help our team.

It only takes a couple of minutes!

THE SURVEY CLOSES Monday, March 22 at 11:45 p.m.

Our team is working to prepare for bargaining. You can support them by asking other nurses to complete the survey.

We want to hear your priorities. We have identified eleven high priority areas of our contract to improve:

- Across the board wage increases
- Casual positions accrue seniority
- Change holiday differential to midnight to midnight
- Clear language on floating orientation
- Designated break relief nurses (who assume full patient care)
- Fairer procedures on cuts due to low census
- Formal discipline may be removed from personnel file
- Health care insurance premium
- Increase number of nurses off per shift for PTO
- Minimum number of part-time positions by department
- PTO accrual on call

We expect to begin bargaining with our employer in late April. We need to show our employer that we support our negotiators by completing the survey! Won’t you please complete it now?

MEMBERSHIP MEETING
March 25, 2021
5:00 – 6:00 p.m.
We’ll present the survey results.
Join our Zoom meeting in any of these ways:
1) Use your browser on any device: https://bit.ly/SAGHMEMBER-3-25-21
2) Download the Zoom app in advance
Meeting ID: 281 030 7587
Passcode: 6BjRSn
3) Dial in from any phone
253-215-8782
Meeting ID: 281 030 7587
Passcode: 070754

ONA LABOR REPRESENTATIVE
Gary Aguiar
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www.OregonRN.org

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BARGAINING TEAM UPDATE

Training On Roles

Our bargaining team has been meeting frequently in the last few weeks to prepare. They are researching other contracts, requesting information from our employer, and checking with floor nurses on potential issues.

Our team comprises respected nurses from virtually every unit in the hospital. We have some very experienced bargainers, some with a bargaining round or two under their belt and others with no negotiating experience. To be on the same page, they decided to receive training to ensure our entire team’s understanding is similar.

A large part of that training was about roles and responsibilities. In particular, they wanted to share the roles of different people involved in the process. See the article below which details the responsibilities of union staff, bargaining team members, our field team, and union members.

As you may recall, our field team is headed up by Regina Leytem, who has assembled representatives from across the house. If you know anyone interested in serving in this role, please have them contract Regina or our labor rep.

ROLES AND RESPONSIBILITIES OF ONA

Responsibilities of Union Staff

- Plans overall strategy, tactics and timing
- Coordinates the bargaining committee and the contract action team
- Handles administrative, financial, legal, and logistical matters
- Liaison to other organizational levels of the union

Responsibilities of the Bargaining Team

- Research and prepare proposals/justifications
- Bargaining across the table and in caucus
- Develop messages for members via field team
- Listens and responds to feedback from members
- Makes recommendations on feedback or rejection

Responsibilities of the Field Team

- Solicits members’ priorities via regular two-way communication
- Educates and generates support for goals and proposals among members
- Responds to rumors, misinformation, and membership fears and concerns
- Plans and executes pressure tactics

Responsibilities of Union Members

- To understand their role and responsibility in helping to negotiate a good agreement
- To provide honest information to their leaders about their needs and priorities
- To understand that no union committee gets everything it wants at the bargaining table
- To seek accurate info during negotiations, to ignore rumors and to show support

We have a new Facebook group: Samaritan Albany General ONA Members.

It is a private, closed group by invitation only.

To join, please email Jennifer Diehl jdiehl@samhealth.org or Lenora Johanna Bilbo lbilbo@samhealth.org.

We will be posting bargaining and other updates on Facebook as well as our usual eblasts and newsletters posted on the bulletin boards.
**DID YOU KNOW?**

**Federal Law Allows Us to Talk About Union Matters While at Work**

The National Labor Relations Act defends workers talking to workers about union matters; it is as a protected activity under law. Workers cannot be disciplined or face retribution for talking to others about union issues.

**What does that mean?**

We can talk about union matters to a co-worker anytime we are off work while off hospital property. Further, we can talk to others while off the clock in non-work areas of hospital property. That is, on our meal or rest periods, we can discuss union issues in the breakroom, the cafeteria, and the parking lot.

**What about when I am on the clock?**

While on the clock, we are there to work. However, if there is “downtime” (ha ha, yeah, right!), we can talk about union matters so long as it does not disrupt our work or interfere with client care.

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**A BARGAINING PRIMER: PART TWO**

We continue our series that explains how collective bargaining works. In our last newsletter issue (www.OregonRN.org/87), we discussed the importance of our members showing support for our team. The best way to move the employer is to have the field of union members demonstrate their visible backing for our team at the table. We will ask everyone to attend a bargaining session, even for a few minutes.

In this issue, we explain some jargon that you’ll hear at the table. Proposals are presented in a redline format, where the red words are proposed changes to the existing language. Underlined words are proposed insertions and words struck through are proposed deletions.

Federal law prohibits both sides from “regressive” or backwards bargaining. Regressive bargaining occurs when one side offers a proposal that asks for more than an earlier proposal. Since it has the effect of moving the parties further apart—away from an agreement—it is illegal. When one side offers a regressive proposal, the other party may file a complaint with the National Labor Relations Board (NLRB), which is the federal agency charged with enforcing the law.

The law requires both parties to bargaining in “good faith.” However, this sets a low bar to achieve. To bargain in good faith means meeting with the other party at reasonable times, present proposals, listen to the other party’s proposals, and make a genuine effort to reach an agreement. It does not mean that either party must move from their original proposals or that they must agree to the other party’s proposals. Good faith bargaining does not require either side to compromise or find a middle ground.

Each proposal is responded to by the other party, where they can accept, reject or offer counter proposals. Counterproposals can continue back and forth until both sides agree on specific language.

When one party accepts the other side’s proposal, it is often called a Tentative Agreement (or TA). A TA means that both sides agree to particular language for a provision. The TA language will be signed by both lead negotiators to signify we are in agreement. The TA-ed language will appear in the final redline to be presented for ratification.

Supposals are informal presentations, which ask, “if we proposed such-and-such, how would you respond?” It allows the parties to think creatively without being subject to a regressive bargaining claim.

Watch for Part Three of our bargaining primer in our next newsletter. We’ll explain the later stages of negotiations, including packages and ratification.
Save the Date: ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring.

Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.

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.

Space is limited so register today at: www.OregonRN.org/Steward-Training

Introductory Steward Training
- Saturday, April 17, 2021
- Saturday, June 19, 2021
- Tuesday, September 21, 2021
- Thursday, December 9, 2021

Grievance Handling Training
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, October 9, 2021

Building Worksite Power Training
- Saturday, August 7, 2021
- Wednesday, November 10, 2021

Introductory steward, grievance handling and building worksite power trainings all focus on representing your coworkers and problem-solving workplace issues. Find the training that works best for you!