Samaritan Albany Bargaining Begins

Thanks to the Samaritan Albany nurses who showed up for our bargaining session today. The single most important thing a nurse can do to support our team is to attend bargaining, even 15 minutes helps! Click here for more information on attending the virtual bargaining sessions.

Today, we presented the employer with proposals designed to treat nurses at SAGH fairly. We scoured other contracts to propose changes to ensure that we have similar provisions.

Our bargaining team has been working hard for weeks to research, develop, and draft our proposals:

- Chair: Melissa Pfleiger (Emergency)
- Vice-Chair: Christine Holden (Hospice Outpatient)
- Secretary: Amina Topp (Emergency)
- Grievance Chair: Karen Jantzi (Ambulatory Surgery)
- Membership Chair: Johanna Bilbo (Ambulatory Surgery)
- PNCC Chair: Kathie Davis (Emergency)
- At-large Bargaining Team Member: Shannon McGarrin (Med Surg)

In numerous conversations, in our membership meetings, and in our survey, we heard you loud and clear: wages were your number one priority in this bargaining round. If we do not pay competitive wages, we won’t be able to recruit and retain experienced nurses at Samaritan Albany.

We proposed that SAGH nurses be paid precisely the same as Good Samaritan Regional Medical Center (GSRMC) nurses will receive beginning in July. This equates to an immediate 3.75% across the board increase for SAGH nurses. Moreover, we proposed a one-year contract to align our contract expiration dates with GSRMC and Samaritan Lebanon. Samaritan Pacific Communities Hospital will be proposing the same. Next year, we expect that all 999 ONA nurses at the four Samaritan bargaining units will bargain a single wage scale. We hope to a coalition similar to our successful system-wide COVID-19 side letter.
Today in bargaining, we opened 13 articles and offered 65 proposals. Here is a sampling:

- Increase differentials and on-call pay.
- A low census cap of 12%. Nurses could not be cut below 88% of their FTE.
- Increase PTO accrual rates.
- Clear reorganization language that protects seniority and FTE status.
- Minimum number of part-time positions in medium and large departments.
- Separating the layoff and MA language to reflect differences in those distinct processes.
- Two nurses off at one time for PTO from each department and shift.
- New language on rescinding of PTO.
- Can request PTO 12 months in advance instead of current six months.
- And many others.

Many of these proposals are similar to what GSRMC or other regional nurses already receive. We recognize we may not get everything we ask for, but if we don’t ask, we won’t ever get it!

Our bargaining tracker summarizes our proposals and shows our priorities in two tiers, which we clearly communicated to the employer. The complete redline of our proposals is available here.

If your coworkers are not receiving these emails from us, please have them email news@oregonrn.org for assistance. Don’t forget to join us on Facebook by contacting Jennifer Diehl.

If you or other nurses have questions, please have them contact any member of our bargaining team or text/call our labor rep, Gary, 503-444-0690, or Aguiar@OregonRN.org.