Preparing for Bargaining

Negotiation Committee Nominations Now Open

In our meeting on Wednesday, Nov. 20, our Oregon Nurses Association (ONA)/Samaritan Albany General Hospital (SAGH) executive committee began preparations for bargaining. In a series of decisions, we laid a strong foundation to bargain a successor agreement to our current contract, which expires on June 30, 2020.

Our ONA/SAGH executive committee decided to again open our negotiation committee to new leaders. We hope to get one or two representatives from every department in the hospital.

CATs

CATs Connect Members to Negotiations Team

This round, our team is committed to forming a contract action team (CAT), which will activate other nurses to participate in bargaining. CATs are nurse leaders who serve as a communication liaison between our members and our negotiators.

Each CAT selects five to eight of their colleagues, typically from their unit and shift. CATs regularly

Negotiators commit their time, attention and effort to get the greatest good for the greatest number. (See box to right). If you know someone who is interested, please have them contact any of our officers or our labor representative.

NEGOTIATING COMMITTEE MEMBER RESPONSIBILITIES

♦ Commit all the time necessary to the process: attends all preparation meetings; all table meetings and caucuses; all union meetings; all ratification meetings.
♦ Take part in all phases of proposal preparation: research, member surveys, proposal preparation, and language writing, costing, etc.
♦ Is prepared to make decisions on positions, proposals and related negotiations strategies.
♦ Understand the process and importance of consensus decision-making.
♦ Understand how to best represent members as well as the bargaining unit as a whole in negotiations.
♦ Have the ability to compromise and make tough choices for the good of the whole.
♦ Are prepared to be an active member of the committee and play a specific role.
♦ Understand the importance of team unity and has ability to present a united front to employer and bargaining unit members.
♦ Understand the power of the membership in negotiations.

Survey Coming

Our negotiators are preparing a survey of members. We anticipate the survey will be short, less than 25 questions and can be completed in 10 minutes or less.

We need every nurse to show their support for our negotiating committee by completing the survey as soon as possible. A survey with a high response rate helps our team decide on the priorities and demonstrates our unity before the employer.

We expect to release the survey in February, and it will be open for several weeks. Please submit yours as soon as possible.

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dialogue with their assignees on bargaining proposals, questioning them about their possible support for our proposals or opposition to employer’s proposals. These conversations usually occur during breaks or over the phone.

Reports of these individual conversations are collected by a chief CAT, who summarizes them for our negotiators. It is essential that every unit have one or more CATs on every shift, so we can hear from the entire house.

If you know someone in your unit who would be a good CAT, please contact our officers or our labor rep. Early next year, we will be hosting CAT trainings.

**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.

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**Researching Proposals**

Our negotiators are actively researching bargaining proposals in several ways. We will review our bargaining binders from the last round, noting items we proposed that we did not get.

We have reviewed grievances over the last few years to highlight ambiguities or other discrepancies in our current contract. Now is the time to fix these problems.

We will review and analyze other contracts, in particular, recent victories by our colleagues in other ONA-represented facilities. Provisions in those contracts could make good proposals for ours.

We will conduct a thorough wage study, including differentials and call pay. All nurses realize we are now in a severe nurse shortage. The shortage has been evident in deep rural areas for several years and is now affecting Willamette Valley hospitals.

We are witnessing higher turnover and nurses changing facilities more often.

If our employer does not offer competitive wages, we will increasingly see positions remain vacant for long

**PNCC Vacancies**

Our executive committee is recruiting nurses to serve on our professional nursing care committee (PNCC). The PNCC is created in our contract to make recommendations to the employer to improve patient care and oversee our educational funds. (See Articles 4 and 5.)

The PNCC is composed of four nurses appointed by our executive committee. The PNCC meets monthly and the members are paid three hours per month at their regular straight-time rate for attending the PNCC meetings.

If you know anyone interested, please have them contact an executive committee member or our labor representative.

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periods of time, which means our departments will be perennially short-handed. Furthermore, high turnover means that experienced nurses spend more time precepting a revolving door of new hires, instead of caring for our patients.

Our employer must offer competitive wages to ensure safe patient care in all units. We will review the data to make a fair offer.

ONA Labor Representatives:

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Know Your Rights!

Our popular steward workshops return to Albany in January.
We encourage every ONA member to understand their rights as a worker, how to build nurse power, ONA member benefits, disciplinary procedures and grievances.
These workshops qualify you to become an ONA steward. However, there is no obligation to sign up as a steward. Just come and learn how we operate.

- Wednesday, Jan. 15, 2020, 9:30 a.m. – 2 p.m.
- Saturday, Jan. 18, 2020, 9:30 a.m. – 2 p.m.
- Monday, Jan. 20, 2020, 9:30 a.m. – 2 p.m.
- Saturday, Jan. 25, 2020, 9:30 a.m. – 2 p.m.

Please register one week in advance oregonrn.org/events
Executive Committee Meetings

Executive Committee Meetings are Open to All Nurses

♦ Wednesday, Jan. 15, 2020, 4:30–6:30 p.m., CR 213
♦ Wednesday, Feb. 5, 2020, 4:30–6:30 p.m., CR 213

SAVE THE DATE!

ONA Convention and House of Delegates

May 18-19, 2020
Portland, OR

The convention's theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA's strategic plan including equity and inclusion.

Registration is open at oregonrn.org/events

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit www.OregonNursesFoundation.org for more information or to donate.