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:
Kathie Davis (ED)
At-large Bargaining Team Members:
Shannon McGarrin (Med Surg)
Peggy Wilfong (OR)

Membership Meeting
Thursday, March 25, 5:00 – 6:00 p.m.
Our bargaining team will present the results of the pre-bargaining survey. We welcome all nurses to help us prioritize our bargaining proposals at this meeting. Join us on Zoom on your device. (While not necessary, we suggest downloading the app in advance.)
https://zoom.us/j/2810307587?pwd=czBLMnBVOVMxKzJFWWh0b1ZSY1U3UT09
Meeting ID: 281 030 7587
Passcode: 6BjRSn
Dial from any phone: (253) 215-8782
Meeting ID: 281 030 7587
Passcode: 070754

OUR SHORT PRE-BARGAINING SURVEY COMING IN MARCH!

Rounding Out The Executive Committee
Vacancies Filled, Team Prepares for Bargaining
At its recent meeting on Feb. 18, our executive committee filled several vacancies.
Our former Vice Chair Melissa Pfleiger will serve as Chair. Chris Holden will be our new Vice Chair, vacating the Treasurer position. Johanna Bilbo will serve as our Membership Chair and Kathie Davis returns as our Professional Nursing Care Committee (PNCC) Chair.
We still have one vacancy: Treasurer. If you know anyone who is interested, please contact an executive committee member or our labor rep.
Our team has scheduled bargaining training for themselves in March. They will finalize a short pre-bargaining survey to be released next month as well.
Each bargaining team member will be responsible for a contract article to research, draft, and present proposals. We need your ideas and engagement!
Contract Action Team Is Our Communications Liaison

A contract action team (CAT) allows our bargaining team to focus on negotiating at the table. The CAT performs a two-way communication liaison function: they keep members informed, but also ask members for their input and participation. Regina Leytem, who leads our contract action team, has already developed and trained a dozen CATs.

Each CAT has chief responsibility to maintain close communications with a group of our members. We are looking for more CATs. If you know anyone interested, please have them contact Regina or our labor rep.

Facebook Coming Soon

Our contract action team will be creating a Facebook group to keep members informed about bargaining. It will be a closed group where posters must abide by certain common-sense rules. We will regularly prune the group to ensure only ONA bargaining unit members are included.

All postings must be approved by an administrator. The messages must be related to ONA matters. Please no postings on looking to trade or pick up shifts. Postings must be polite and professional, aimed at building unity among nurses.

Jennifer Diehl will be our primary administrator, with support from executive committee members Shannon McGarrin and Johanna Bilbo. Many ONA bargaining units use Facebook as a quick way to keep nurses informed about negotiations and job actions to support our team. We will continue to use emails as a form of communication. Please make sure you are receiving our ONA emails.

A Bargaining Primer: Part One

In this issue, we begin a series of articles to share information about the bargaining process. Our current contract expires June 30, 2021. We expect to set bargaining dates for later this spring.

Negotiating a labor contract is a complex and often messy process. Initially, each side prepares and presents bargaining proposals to change the language of our existing contract. Thus, it is often called “bargaining a successor agreement” as compared to the situation where newly represented employees bargain a first contract.

Many people suggest bargaining a labor contract is like buying a house or a car. The seller sets their price high and the potential buyer lowballs their initial offer. With the sale of a single asset, the marketplace is full of potential buyers, many commodities are available, and everyone has near complete information, including prices.

In a labor contract, the employer holds a monopsony position, they are the sole purchaser of our nursing skills. We are a monopoly—the sole provider—of seller of nurse labor. Economists characterize such relationships as imperfect market conditions, where normal pricing pressures are absent.

Moreover, we also bargain a myriad of non-economic working conditions, like scheduling, hiring, and use of PTO. Perhaps a better analogy is a marriage. We have had a labor contract with SAGH for many years. Our contract could be conceptualized as a series of temporary compromises. Every time we bargain, each side gets some, but not all, of what it wants.

A second misconception that many people bring is that negotiations only occur at the table. Our bargaining team works hard by listening to nurses, developing and drafting proposals, researching facts and arguments, asking questions of the employer, and trying to resolve the differences. However, our experience teaches that the best bargaining team, smartest lead negotiator, and well-researched proposals are not enough to move the employer.

Instead, when a bargaining unit comes together in visible solidarity actions, the employer responds. To move our employer, we need to show our unity in job actions, like wearing buttons/stickers, displaying car/window signs, showing up at the bargaining table, sharing selfies/groupies of why we support our proposals, and participating in unity breaks.

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We have moved the employer twice in the recent past. A couple of years ago, emergency department nurses united to address serious concerns with the management of their department. They documented the abuses and presented them to the upper administration in a polite and professional manner. The executives realized we were right and replaced the ED manager.

More recently, nurses in Hospice Outpatient raised concerns about the mandatory call the employer imposed. The employer required them to pick up standby call when the unrepresented nurses (ADM) who took call were on vacation or FMLA. Ninety-five percent of Outpatient nurses signed a petition in support of our grievance, 75% showed up for the grievance meeting, and they all prepared personal statements. We settled with a side letter that incentivizes those shifts but removes the mandatory call obligation.

When workers unite, we move the employer. In future articles in this series, we explain the formal process and terms used in bargaining as well as late stage negotiations and ratification.

Run for an ONA Statewide Position

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Virtual Nurse Lobby Week

Feb. 22-26, 2021 – Last Day to Register Feb. 19

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

Learn more and register for Nurse Lobby Week at:

[www.OregonRN.org](http://www.OregonRN.org)

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care
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.

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
- Saturday, February 27, 2021
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, October 9, 2021

Building Worksite Power Training
- Tuesday, March 16, 2021
- Saturday, August 7, 2021
- Wednesday, November 10, 2021

We will offer three, rotating trainings in 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!