Our Samaritan United Coalition, composed of leaders from each of our four ONA Samaritan Health System bargaining units, reviewed our retention survey. Of 985 nurses, 260 nurses completed our survey (or 26%). We did not reach our goal of 50%.

The respondents feel much more highly valued by their manager than SHS. Nearly 60 percent reported they felt valued by their manager at a score of seven or higher (59%). Less than twenty percent of respondents rated SHS at seven or higher (18%).

Large numbers of respondents said they would participate in a range of job actions to support retention.

<table>
<thead>
<tr>
<th>JOB ACTION</th>
<th>PERCENT OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sign a petition</td>
<td>96%</td>
</tr>
<tr>
<td>Wear a campaign sticker or button</td>
<td>88%</td>
</tr>
<tr>
<td>Place a campaign placard in my breakroom or on my car</td>
<td>73%</td>
</tr>
<tr>
<td>Attend a rally</td>
<td>54%</td>
</tr>
<tr>
<td>Attend a Unity Break</td>
<td>50%</td>
</tr>
<tr>
<td>Help deliver petitions to management</td>
<td>33%</td>
</tr>
</tbody>
</table>

Our summary is the issue is deeply felt among a core group of nurses perhaps around 300 nurses of the nearly 1,000 SHS nurses. However, it is probably not widely felt.
**Retention Survey Results**

**NEXT STEPS**
Our coalition discussed several choices to build unity among SHS nurses. In the fall, we will host several steward training sessions in the valley and on the coast. These workshops will be tightly focused on how to help nurses in investigatory (i.e., fact finding) meetings with their manager.

**Samaritan News**

**ALBANY AND NEWPORT PREPARE FOR BARGAINING**
Our bargaining units at both Samaritan Albany General Hospital and Samaritan Pacific Communities Hospital (in Newport) are preparing for negotiations. At Albany, we are hosting a bargaining training on September 20 and a planning session for the entire team in October.

Our team will develop a Contract Action Team (CAT) to reach out to the 240 nurses at Albany.

At Samaritan Pacific Communities Hospital, several nurses have stepped forward to join our executive committee to bargain next year. Our negotiators will represent the 110 nurses in our bargaining unit in Newport.

Both contracts expire the same day: June 30, 2024. We expect to begin negotiations in early 2024.

**Case Managers**
Case managers at Samaritan Albany General Hospital have voted to join ONA.

They were followed by case managers at Good Samaritan Regional Medical Center (GSRMC), who voted to join our 500-member bargaining unit. Teams at each bargaining unit, composed of executive committee members and case managers, are bargaining independently with the employer to bring them in to ONA. At both facilities, Samaritan Health System proposed a separate, lower wage scale for case managers than other nurses.

The employer says their wage proposal is based on a market analysis of case managers in our region.

In both cases, we rejected their wage proposal. All nurses in a bargaining unit must be on the same wage scale. This is a fundamental principle of unions; all workers in a job classification are paid the same. We will not allow Samaritan to violate this principle.

Over the last two decades, we have worked hard to bring Albany and Newport nurses to nearly the same wage scale as GSRMC. We will not permit SHS to undo that work by dividing nurses.