ONA Bargaining Team members from Corvallis and Lebanon met with nurse leaders from other Samaritan bargaining units to summarize their negotiations to date.

**Let’s Talk Bargaining**

**ONA Samaritan Leaders Unite**

On Aug. 2, nurses from throughout the Samaritan system met in Albany to hear from ONA bargaining teams at Good Samaritan Regional Medical Center in Corvallis and Samaritan Lebanon Community Hospital. They answered three questions.

**Question #1: What are the one or two employer proposals that are bad for all of us?**

At both Lebanon and Corvallis, the employer wants to remove Tier 1 employees from our contracts. This means that all nurses would earn the lower PTO accrual rate and the employer would contribute two percent to our retirement. In essence, they want to bring everyone down to Tier 2 benefits, instead of building up benefits to recruit and retain experienced nurses. Our teams suggested we should move everyone up to Tier 1 benefits.

In Corvallis, our employer proposed new language which would allow them to put us on “standby” without call pay! Unsurprisingly, their chief negotiator could not explain why that would be good for nurses. Our team rejected this proposal.
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Question #2: What is the tone and tenor of this current bargaining round?

At Corvallis, they have bargained eight sessions with the employer. Our team described the body language and facial reactions of the employer’s team as “condescending.” Members of the administrative side engage in eye-rolling at our proposals.

One administrator said to one of our negotiators, “that is the first time I have ever seen you smile.” A second administrator said, “you should take a picture, I can tell it rarely happens!” This second administrator also told a member of his team to “Shut up!” and called her by the wrong name.

At Lebanon, both sides have met jointly for four bargaining sessions. Their discussions have been cordial so far, with nursing administrators listening intently—sometimes sympathetically — to the interests of floor nurses.

Question #3: What job actions have nurses taken to show unity?

At Corvallis, they have an active Contract Action Team (CAT) who regularly educate other nurses about bargaining and encourage them to get active. This round, many more nurses are attending the bargaining sessions, sometimes as many as ten at a time. The CATs have prepared binders to share with nurse-visitors that include the bargaining proposals and a bargaining tracker, so visitors can be informed about the conversation.

Our Lebanon team is beginning to consider job actions that show nurses’ unity, including buttons and signs.

You Can Take Action!

Nurses at Lebanon and Corvallis
Need Your Help

Show your support by attending bargaining

**Lebanon:**
August 15 10 a.m. — 4 p.m.  
Conference Room D

**Corvallis:**
August 9 and 19  
10 a.m. — 4 p.m.  
Starker Conference Room

Know Your Rights

“Unionism 101”
Workshops for Samaritan ONA nurses

We encourage every ONA member to learn more about their rights as a worker and union member, how to build nurse power, and the processes for 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.

Oct. 1, Tuesday, 9:30 a.m. – 1:30 p.m., Newport

Oct. 8, Tuesday, 5:30 p.m. – 7:30 p.m. (Part One), Corvallis

Oct. 18, Friday, 10 a.m. – 2 p.m., Newport

Oct. 19, Saturday, 9 a.m. — 1 p.m., Newport  
Oct. 26, Saturday, 9 a.m. — 1 p.m., Newport

Oct. 29, Tuesday, 5:30 – 7:30 p.m. (Part Two), Corvallis

Nov. 2, Saturday, 9:30 a.m. — 1:30 p.m., Albany

Nov. 4, Monday, 10:30 a.m. — 2:30 p.m., Newport

Nov. 9, Saturday, 9:30 a.m. — 1:30 p.m., Albany

Register to attend one of the trainings by visiting OregonRN.org