Thank you to nurses who showed tremendous support for our Samaritan COVID-19 coalition bargaining team. Many nurses wore buttons/stickers and displayed car/lawn signs. A large number completed our survey.

Our team has met with the employer in six negotiation sessions. The first was on October 28, 2020 and most recently January 14, 2021. Our negotiators provided empirically based, well-written proposals supported by real-world stories from nurses.

This display of support by members and the great effort by our team moved the employer on many fronts. Moreover, these features of our side letter will also be extended to other Samaritan employees. We are proud nurses came together to bargain these benefits for nurses and our coworkers!

- Replenish PTO banks and pay per diems for 2020 COVID exclusions from work
- Coverage of first three days of any mandatory absence due to workplace exposure, to bridge the gap to Worker's Comp payments
- Our employer has and will provide proper PPE and PAPRs
- Notice of possible exposure as soon as possible
- COVID testing available to staff 24/7 in Corvallis and Newport, at no charge to employees
- A direct care nurse will serve on the system pandemic task force, providing point of care experience and insight

Direct conversation with VPs

Moreover, our team directly asked each of the four Vice Presidents of Patient Care Services (VPPCS) what would be their ideal solution here and what are the barriers? They willingly engaged us in a good conversation around this issue.

One VPPCS said, “There were very difficult decisions, challenging operation decisions, we did not have any layoffs. We did everything we could to keep jobs.” Another echoed that sentiment, “I am proud of how everyone pulled together, as an organization. We
use a conservative approach at Samaritan. We don’t do things with quickness, but we made sure everyone kept working. We did help people.”

We felt it was a worthwhile discussion to hear directly from our chief nursing officers. Their lead negotiator said, “We have given you what we can give. We are open to minor language changes in one or two places.”

Throughout this bargaining, our team has talked to many nurses about our negotiations. We heard that you appreciate our accomplishments. We got the most we could get for now. We view this a tentative compromise around COVID-19. If conditions change or our employer promulgates a new policy, we can ask to re-open the side letter.