Preparing for Bargaining

ONA/Samaritan Pacific Communities Hospital (SPCH) executive and bargaining teams have been laying down a strong foundation to bargain our successor agreement to our current contract, which expires on July 1, 2020. Teams have been meeting regularly over the last six weeks.

Contract Action Team

We anticipate most stewards and other nurse leaders will form a contract action team (CAT), which will activate other nurses to participate in bargaining. CAT members are nurse leaders who serve as a communication liaison between our members and our negotiators.

Each CAT member selects five to eight of their colleagues, typically from their same unit and shift, and regularly 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 member, who summarizes them for our negotiators. It is essential that every unit have one or more CAT member on every shift so we can hear from the entire house. If you know someone in your unit who would be a good CAT member, please contact our officers or our labor rep. Training will be towards the end of the month. Watch for future announcements.

Survey Opening March 11, 2020

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. Please submit yours as soon as possible.

SURVEY LINK
Or go to: www.surveymonkey.com/r/SPCH-BARGAINING-SURVEY
As more cases of the Coronavirus (COVID-19) are reported and confirmed, ONA will continue working relentlessly to do the work needed to keep nurses and our communities safe. We have received reports from frontline ONA members of suspected Coronavirus cases in at least three additional facilities, which have not yet been confirmed. We have also heard disturbing instances of appropriate practice protocol not being followed by hospital administrators in multiple facilities across the state, and in Washington.

Incidents ONA members have observed firsthand include failure to mask patients with Coronavirus-like symptoms during triage, failure to supply adequate fitted N95 masks to nurses caring for patients with potential cases, and failure to maintain proper quarantine of the family and healthcare provider team of suspected Coronavirus patients.

These breaches of practice standard put us as nurses directly at risk.

ONA has worked diligently through the weekend to implement a Coronavirus response that will keep our members, patients, and communities safe. This has included:

- ONA staff traveling the state to observe protocol to facilities with suspected cases
- ONA conducting an information request to all 50+ ONA facilities to gather information on management’s plans for protecting members and enforcing practice protocols
- ONA engaging with the governor’s office around the need for any furloughed or quarantined nurses to receive paid admin leave instead of being forced to drain earned paid sick leave banks
- ONA leadership sounding the alarm about the risk to our members this outbreak presents in published interviews with NBC Portland, the Oregonian, Willamette Weekly, and Pamplin Media Group
- ONA partnering with both ANA and AFT around a national response to the outbreak, spearheaded and driven by ONA leadership
- Partnering with the Washington State Nurses Association around a coordinated public message and response to the outbreak our two organizations are at the center of
- ONA coordinating with the Oregon Health Authority and a number of hospital employers in an ad hoc task force to manage Coronavirus response, containment, and resource management

To report a violation of Coronavirus protocol in your facility, please email practice@oregonrn.org with as many details as possible while being mindful of HIPAA guidelines.

ONA is also asking all members to take an ONA COVID-19 Workplace Survey to help better understand the work being done by facilities across the state.

To stay up to date on the work being done and to take the COVID-19 Workplace survey, visit:

www.OregonRN.org/coronavirus