New Executive Committee Hits the Ground Running

**Nurses Energized, Prep for Bargaining**

Our new executive committee is excited to see the large number of RNs newly engaged in Oregon Nurses Association (ONA) activities at Samaritan Pacific Communities Hospital (SPCH). We feel the energy from nurses as we prepare for bargaining. We appreciate the many nurses who are stepping into ONA leadership roles.

At their first meeting on Nov. 18, our executive committee listed more than one-third of our nurses who want to attend a Know Your Rights workshop (steward training). This is great news as the workshop is the best place for a nurse to get a thorough education on how ONA operates. In the last two months, more than a dozen have attended a Know Your Rights workshop in Newport or Albany, including all four of our executive committee.

Know Your Rights workshop attendees report this new information and understanding has encouraged them to get others more involved in ONA. Eight of the recent attendees signed up as stewards to assist other nurses. (See box.)

**Contract Action Teams**

Our new executive committee endorses broad participation by nurses throughout the house in ONA!

Our executive committee suggests we develop a contract action team (CAT) at SPCH. CATs are communication liaisons between members and our negotiators. CATs typically select five to eight nurses on their shift with whom they touch base regularly. Each CAT member reports to the chief CAT, who summarizes the results for our negotiators.

We are hoping 12 – 15 nurses will volunteer to serve as a CAT member. Ideally, we would have at least one CAT on every shift in every unit in the hospital. Most of these conversations happen on breaks and downtime, but some may happen by phone as well. Other than training, CATs time commitment is fairly minimal.

To ensure the success of our CAT structure, we will need one or two nurses to serve as Chief CAT(s). Chief CATs collect information from CAT members on each shift/unit and deliver it to our bargaining team every few weeks.

**Bargaining Preparation**

At their recent meeting, our executive committee reviewed the roles of bargaining team members. They recognize that each executive committee member represents the entire bargaining unit, not just their department. We speak with one voice...
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for all nurses! Our executive committee roughed out a schedule of bargaining activities.

Two of our executive committee are experiencedONA bargainers: Rex Payne and Terri McCulley. The other two are new to labor negotiations: Peter Davis and Shannon Woodruff.

Both Shannon and Peter will attend a week-long training hosted by the University of Oregon in Dec. in Corbett. They are excited to learn new skills and share their learning with our entire team.

Additional Leadership Roles

Our executive committee also wants to broaden our bargaining team with additional negotiators. While our team recognizes that negotiators represent the entire house, we are especially interested in volunteers from outpatient treatment clinics, operating room and labor and delivery.

Individuals who agree to serve on our ONA bargaining team must be willing to commit the time and energy to see the process through to the end. If you know anyone interested, please have them contact an executive committee member or our labor representative to learn more.

Our executive committee hopes to appoint additional members of the bargaining team at their next meeting on Jan. 10, 2020. Please send nominations to an executive committee member or our labor rep before that date.

Also, we would like to fill vacancies in these executive committee positions: secretary, treasurer and grievance officer. We understand that a nurse may be willing to serve on our executive committee but is unable to commit to serving on the bargaining team, which our bylaws allow. Our executive committee is eager to fill those positions, even if the individual is not able to serve as a negotiator. If you know of anyone interested, please have them notify one of us.

SPCH Stewards

- Karen Peterson (ICU)
- Monica Parker (ED)
- Peter Davis (ICU)
- Rex Payne (ED)
- Rhiannon Updenkelder (Labor & Delivery)
- Shannon Woodruff (Med Surg)
- Sherri Suchy (Labor & Delivery)
- Terri McCulley (PACU)

Executive Committee Meetings

- Jan. 10, Friday, 4:00 p.m.
- Jan. 24, Friday, 4:00 p.m. (tentative time)
- Feb. 21, Friday, 4:00 p.m. (tentative time)

Locations TBA

Preparing for Bargaining in 2020

Tentative Schedule of Events

<table>
<thead>
<tr>
<th>Month</th>
<th>Activity</th>
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<tbody>
<tr>
<td>January</td>
<td>Train our negotiators and assign bargaining tasks</td>
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<tr>
<td>February</td>
<td>Refine and release survey</td>
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<tr>
<td>February/March</td>
<td>Recruit and train contract action team (CAT) members</td>
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<tr>
<td>March</td>
<td>Identify and train Chief CAT(s)</td>
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<tr>
<td>March/April</td>
<td>Our negotiators research data, collect and compare other contracts</td>
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<tr>
<td>April/May</td>
<td>Develop our proposals based on survey and research</td>
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<tr>
<td>May/June</td>
<td>Bargaining with employer, possible membership meeting</td>
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