March 1 & 2 Update!

We have reached our first tentative agreement!

It's only one sub article, in our 146 page collectively bargained agreement, but it's a start! Rob Sabin, UD Float Pool, argued for a fix to the low census rules for float pool. It made sense to both teams so we got a tentative agreement (TA). We might end up with 15-20 TAs and once we reach agreement on all proposals that will be our final TA.

Both sides have presented proposals and counterproposals, and there has been good dialogue about some of the issues that prompted those proposals. There's still a lot to discuss, of course. There will be more proposals from each side to present, and the financials haven't even hit the table yet.

So far proposals that ONA has submitted include proposals on corrective actions, bullying and the cultural transformation council (CTC), posting and filling of vacancies, pay for negotiating team members (they said no,) per diems, food service issues, insurance-related changes, rest time between shifts, several education issues and problems that have come up with travelers.

Some of the medical center's proposals have been about PNAP changes, low census, no floating outside of peri-op services for the nurses in those units, charge nurse education requirements, the nurse residency program, and some clean up in the language on certification pay. Management has repeatedly said that they value the regular nurses over the travelers. While there hasn't been a lot of evidence to support that position, they are taking baby steps and we are hopeful.

There has been some fabulous support from the Sacred Heart staff. The heart messages on Valentine's Day were awesome! The team is looking forward to more of the same enthusiasm on the shamrocks that are going around. PTO donations are starting to add up, but there's a long way to go to make up for all the shifts the team is missing to negotiate your contract. Every hour donated helps! Thanks to OFNHP for all the yummy snacks on Feb. 14 and the main OR served the team some fantastic tacos yesterday. Some of the team members have also provided delicious meals for negotiation days.

The next sessions will be on Wednesday, March 8 and Thursday, March 9 in 200 All. There's also a Zoom link (bit.ly/3JbsHXX) so you can listen in when the teams are at the table. Either way, the team would love to have you pop in, whether it's just for your break, or for the whole day.
Join our listening session on ONA’s Safe Staffing Bill (HB 2697) with the bill’s chief sponsor Senator James Manning, House Majority Leader Representative Julie Fahey and House Pro Tem leader Representative Paul Holvey! This is a chance to share your perspective with lawmakers on why safe staffing legislation is necessary.

We urge those who live, work, and/or care for patients in these legislators' districts to attend. In this meeting you can advocate for yourself and your patients' needs, share accounts of your working conditions and your hopes for improvement.

- **Time:** Sunday, March 5 at 1 p.m.
- **Location:** Eugene Springfield Firefighters Union Hall, 160 Madison St., Eugene, OR 97402

**WE HOPE YOU JOIN US IN THE FIGHT FOR SAFE STAFFING!**

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**Update on Action**

**Your Contract Action Team (CAT) would like folks to continue to write messages to the bargaining team wishing them good luck during negotiations!**

We have distributed 4 leaf clovers for messages to be written on! We will be collecting all of them by March 17 in a room to be determined! We plan on displaying them in negotiations on March 20!

We have also modified our current PTO form to reflect the St. Patrick’s Day theme and we are continuing to ask folks to donate what time they can to our bargaining team who are working so hard on this contract and giving up so much of their time! Please bring these to us by March 17 as well!

Also be on the look out for green treats on March 9 in your unit breakrooms.

Want to help bake? Contact Tizoc at Arefas@OregonRN.org.

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**Join us during negotiations!**

**Our next negotiations will be held on Wednesday, March 8 & Thursday, March 9 in Room 200 All**

**Join Zoom Meeting:** [bit.ly/3JbsHXK](https://bit.ly/3JbsHXK)
**Meeting ID:** 450 007 4442
**Passcode:** KDN0C7

If you are not able to make it in person or are limited on time please join us virtually as we continue to progress through negotiations! This zoom link will stay consistent throughout negotiations so save it and pass it on. Simply click on the above link or use your ZOOM app and enter the ID and passcode.

We typically start by 1000 (10 a.m.) and go until 1700 (5 p.m.), but everyday is different. You will enter muted and need to stay muted. If you are not allowed to enter the meeting, its because we are c uncising or on break. Check in later.

In solidarity - SHMC & SHHCS Bargaining Team