



Oregon Nurses Association
Bargaining Unit Newsletter

March 22, 2018

Silverton Hospital (SIL)

Newsletter

Bargaining Update #3



In this Issue:

Legacy Stalls on Economic Proposals-Pages 1-2
Join the Contract Action Team (CAT)!-Page 2

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Amber Cooper

Labor Relations
Representative

cooper@oregonrn.org

503-293-0011 ext. 1352

Oregon Nurses Association

18765 SW Boones Ferry Road Suite 200,
Tualatin OR 97062

1-800-634-3552 within Oregon

www.OregonRN.org



Legacy Stalls on Economic Proposals

Claims No Change Needed for Nurses to Receive All Required Breaks

Next week on March 31, 2018, our current Oregon Nurses Association (ONA) collective bargaining agreement dates will expire with Silverton Hospital (SIL), and we still have not received opening economic proposals from the Legacy administration for wages and benefits. We learned many troubling things during this past Friday's negotiation session in front of nearly 30 nurses who attended throughout the day. The Legacy administration still felt there was no issue in avoiding our hiring procedures with nurse residents. An intense discussion occurred where the

Administration doubted that people really cared if a newer nurse might be working on day shift indefinitely under the label of "variable shift" instead of a nurse with more seniority. They would like to remove lactation nurses from our collective bargaining unit where they will have no assurance of what their pay level or wages will be along with all other union protections removed. They expressed no desire to get new contracts with Agencies to provide nurses who would go on low census before our hospital's nurses. And they generally were not open to considering most of the other proposals or ideas we have that would improve our workplace.

One of the biggest points of discussion was over nurses receiving breaks. The

Legacy administration feels that no major changes are needed to assure that all nurses receive all lunches and breaks required under our Collective Bargaining Agreement (CBA) and under the law. They

"I joined the CAT because it's important to me that nurses are valued by Legacy. I hope you'll join the CAT and help us get a strong contract too."

(See back of newsletter for more details)



Jenni Bell, RN
CAT member

felt that the current system placing the responsibility on individual nurses works just fine. The Legacy administration said, "that they really don't think this is a very big problem". When we conveyed that nurses across nearly all departments are reporting that they do not consistently get all breaks, they not only said we were exaggerating, but that "it doesn't break the law to occasionally not get your breaks." What they neglected to acknowledge is that if a pattern of not receiving breaks exists it absolutely violates state and federal law. Your bargaining team was disheartened that Legacy does not share our concern that there is a problem, and that they disagree with the solution. We've put forward a proposal to create break relief nurse positions to cover breaks across the hospital to

(continued on page 2)

Claims No Change Needed for Nurses to Receive All Required Breaks (continued from page 1)

better support nurses in receiving their breaks. The Legacy administration would not even consider discussing how having nurses in that position might function such as managing low census and improving ratios, but shot down the idea immediately and continued to emphasize that nurses can get all their breaks if they so choose. They put the stress of finding time for breaks amid large patient loads on nurses, while claiming that putting all that stress on nurses without providing the support to take all breaks somehow shows they value the professional judgement of nurses. Your bargaining unit believes each department, working together, with the proper support of break relief nurses being available to them is the best way to address the issue. The problem is if every nurse takes all breaks required by law, then the hospital will have to increase the funding they put towards staffing with improving staffing ratios to cover all breaks. Saving money for the hospital by keeping the departments total FTE lower by overworking nurses, putting them on the floor tired on their busiest days does not ensure patient safety. When nurses don't get their breaks, we are working for free. We are owed that time. At some hospitals, nurses are asked a simple question when they clock out- did you get all your breaks? If they enter any paid breaks as missed the electronic system adds that time to the end of their shift. The Legacy administration does not want to pay for that additional time and is fighting hard to keep nurses working under the current system of missed breaks.

We need to stand together as nurses and show the Legacy administration that we really aren't getting all breaks by actually reporting each and every time a break is not received. We ask that all nurses fill out [Staffing Request & Documentation Form](#) (SDRF) forms for every break you do not take and report during your shift to your charge nurse that you will not be able to get all your breaks. At Silverton Hospital, the administration has not supported all nurses getting all breaks for so long that a culture has developed that makes not taking breaks seem normal. But on our busiest days, when we are working the hardest, is when we most need to take every single break to decompress, reset, and go back to work with a clear mind to ensure the safety of our patients. Let's stand together and not only show the administration that there is a problem, but also that we have a good solution!

Mark your calendars for the remaining bargaining sessions:

April 24, April 26, May 8, May 18, May 23, and May 30

Please **pack**
the room
Friday March 23
for our next
negotiation session!
Stop by *anytime*
10:00 a.m.—5:00 p.m.
second floor Family
Birth Center (FBC)
conference rooms

Join the Contract Action Team (CAT)!

Contact Amber Cooper, cooper@oregonrn.org
to join the **CAT** and let her know you've got
the bargaining team's back!
We aren't going to win a strong contract just
talking at the table. What matters is what
happens **outside** that table to show the
Legacy administration how important these
things are to us. Help pass out buttons,
organize a phone tree, and be the main point
of contact for your unit during any ONA BBQ,
gathering, rally, event or even a picket.
**The more people on our CAT, the
better our workplace will be!**