Bargaining is Coming Up!

Bargaining is right around the corner, so we are making another call for nurses to join our ONA Silverton Executive Committee and Negotiations Team.

Right now, our team has representation from FBC, Med Surg, STEPS, and ED. This covers a lot of our hospital, but the more voices who are a part of the effort and the more departments that are represented, the stronger our negotiations team will be.

Serving on the team means:
- Representing and advocating for the interests of all nurses during negotiations with Legacy
- Being an ONA member-in-good-standing
- Staying in close communication with your colleagues in your department, our ONA staff representatives, and the rest of the negotiations team
- Being a leader in our Silverton ONA Bargaining Unit
- Attending meetings as necessary (usually a couple of times a month)

If you are interested in joining the Executive Committee and Negotiations Team, please fill out the Consent to Serve (CTS) form attached to this newsletter. If you want to nominate a colleague, please ask them to fill out the CTS form so we know they are willing to serve if appointed.

If more than one member-in-good-standing is nominated from the below areas, there will be an election to determine who serves on the Executive Committee and Negotiations Team.

Current Openings on Executive Committee:
- Family Birth Center, night shift
- ICU
- PACU/Surgery
- Short Stay

Oct. 30, 2020

Debbie Muller, RN, Short Stay
“As a Short Stay RN, I and many RNs I know have lost 30-40% of their shifts this year to low census. Silverton RNs and their families deserve a stable income. Now is the time to use our voices as union RNs to complete our ONA Bargaining Survey to begin to address this urgent issue.”

Meghan Wuichet, RN, Family Birth Center
“Our bargaining survey is the opportunity to have your voice heard as we head into contract negotiations. As one of your ONA Bargaining Team members, it’s critical for us to hear your issues and make sure they’re reflected in our proposals.”

Your voice matters! Fill out your bargaining survey today: www.surveymonkey.com/r/sil-prebargainsurvey
Nurses Raise Concerns About Access to Our ONA Representatives

Many of you have likely seen the email sent by Karen Brady recently regarding our ONA Representatives visiting in order to help us prepare for negotiations and build our union here at Silverton. In the interest of transparency, we wanted to share with you the message we sent in response.

Dear Karen,

We received the message you sent to staff regarding nurses’ access to our ONA representatives, and we must admit we were puzzled by a few of the issues you raised in it.

Firstly, we want you to know it is important to nurses that we continue to have access to our ONA representatives in our hospital and in our break rooms. As you acknowledge in your email, we are in a time of heightened safety concerns due to COVID-19. Now that our hospital is accepting COVID patients and we are heading into flu season, it is all the more urgent that we are able to have ready access to our union staff to help deal with any health and safety issues that may arise.

Additionally, we do have concerns that several of the standards you are seeking to apply to our ONA representatives are not being applied evenhandedly. For instance, we think it is important that Legacy continues to allow nurses to continue to share meals. This practice is one we believe presents minimal risk of transmission, is vital to our workplace culture and staff morale, and is something that Legacy has allowed for years and has continued to encourage throughout the pandemic. We are unsure of why this has only become an issue for Legacy now that our union representatives have engaged in the practice.

For these reasons and more, we would like to schedule a meeting with you this week or next to discuss this issue in hopes that we can come to an amicable resolution. Please let us know when you would be available to meet.

Respectfully,

Jeanna Young, Jennifer Haren, Meghan Wuichet, Aaren Brown and ONA Labor Rep. Aaron Giesa

ONA Nurse Leadership Institute - Build Your Leadership Skills

Are you interested in taking your career to the next level? Apply today for the Oregon Nurses Association’s Nurse Leadership Institute (NLI). This free, year-long program is designed to help you improve your leadership and communication skills. Join a dynamic group of people who want to make positive change in health care through politics, practice and labor. In 2021, the NLI will focus on equity in nursing and health care during a series of monthly classes, a group project and a mentorship opportunity.

Space is limited, to learn more and complete your application, visit:

www.OregonRN.org/NLI
**Steps to Collective Bargaining**

We elect and support our ONA Negotiations Team

Our team receives a four-hour bargaining training

Our team asks us for our priorities with a bargaining survey

Our team writes proposals based on priorities from our bargaining survey

Our team meets with Legacy Health and exchanges proposals

We reach tentative agreements on proposals

We vote to approve our new contract

New contract takes effect

* WE PARTICIPATE IN SUPPORTIVE ACTIVITIES

* Supportive activities are where we show Legacy our unity by completing surveys, signing petitions, attending bargaining, joining the CAT, info picketing and more!

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**PRE-BARGAINING SURVEY HAS BEEN EXTENDED TO MONDAY, NOV. 16! CLOSES AT 11:45 P.M.**

**PLEASE TAKE A FEW MOMENTS TO FILL OUT THE SURVEY:**

WWW.SURVEYMONKEY.COM/R/SIL-PREBARGAINSURVEY

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**Make Our Union Stronger by Becoming a Steward**

Are you interested in learning more about representing your coworkers, problem-solving workplace issues, welcoming new members to their union, and building our union's overall power to make improvements for nurses?

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleagues’ questions and discuss concerns and help keep every nurse up to date on important union activities.

Register today to participate in a virtual steward training, Saturday, Nov. 7, 9 a.m.-1 p.m.

More steward training dates are being finalized for December.

Visit www.OregonRN.org to learn more.
Oregon Nurses Association (ONA) / Silverton Hospital
Negotiations Team & Executive Committee
Nomination & Consent to Serve Form

RETURN TO:
Via Mail: Aaron Giesa
Oregon Nurses Association
18765 SW Boones Ferry Road Suite 200
Tualatin, OR 97062-8487

Fax to: (503) 293-0013 Attn: Aaron Giesa
Email to: Giesa@OregonRN.org

Please nominate any ONA member-in-good-standing you would like to serve. Please endeavor to get their signature so we know the nurse you nominate is willing to serve if appointed or elected.

Deadline is November 10, 2020

Printed name of person completing form: _________________________________________________

Your email address: _____________________________________________________________________

Name of the person you are nominating: ____________________________________________________

(The nominee must submit a consent to serve form prior to election or appointment)

You must be an ONA member to serve.
If you have questions, contact Aaron Giesa at 503-293-0011 x1370 or giesa@oregonrn.org

CONSENT TO SERVE
If appointed / nominated, I consent to serve as a member of the
tional Team and Negotiations Team.

Printed Name ___________________________ Signature ___________________________ Date

Home email: ___________________________ Mobile phone: ___________________________

Best time to reach me: ____________________ Best way to reach me: ____________________