Bargaining is coming up! Your current contract expires on March 31, 2024, and while that may still seem far away we are beginning our prep work for the upcoming negotiations. First up is holding elections so we are making a call for nurses to join our ONA Silverton Executive Committee and Negotiations Team!

What Serving on the Executive Team and Negotiating 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 linked in 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.

Detailed Executive Positions Overview:

**Chairperson** Conduct and supervise the affairs of Silverton Hospital Association of Professional Nurses Bargaining Unit in accordance with the bylaws; Serve as an ex-officio member of all Silverton Hospital Bargaining Unit committees; Appoint special committees and their members with the approval of the Executive Committee; Fill vacancies that occur on committees with the approval of the executive committee until the next regular election; In conjunction with the Treasurer, disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of Silverton Hospital Association of Registered Professional Nurses Bargaining Unit, which have been properly incurred as provided herein; Enforce these Bylaws and ensure that all officers perform their respective duties.

**Vice Chair** Assist the chairperson in the discharge of all duties; Perform such other duties and render such assistance as may be directed by the Chairperson; In case of the Chairperson’s absence, the Vice-Chair shall perform the duties of the Chairperson; and Should the Chairperson’s position be vacated, the Vice Chair shall serve as the Chairperson until the next election.

**Secretary/Treasurer** Collect names of nominees for elected positions and construct a ballot for all the names submitted; Confirm that the nominees are willing to serve and when there is no Membership Chair, ensure the nominee is in good standing; Verify that amendments to bylaws are properly submitted; Record, maintain and archive minutes for all Executive Committee meetings; Sit on the Elections Committee; and Conduct correspondence as directed by the Executive Committee. Make at least a quarterly report to the Executive Committee and EGW that includes the assets and liabilities of the Silverton Hospital Association of Professional Nurses Bargaining Unit;

*continued on page 2*
Bargaining is Coming! Continued

and keep itemized records, showing the source of all monies received and spent, and keep records, vouchers, work sheets, books and accounts and all resolutions to verify such report and provide a copy of this information to EGW by Dec. 31 of every year.

Grievance Chair Coordinate the following activities in cooperation with the ONA staff representative: Conduct and supervise the affairs of the Executive Committee with regard to grievances. Oversees unit representatives in their processing and investigation of all grievance complaints filed by BU members; Responsible for securing representation, if requested, for the grievant when their unit representative is not available.

Membership Chair Ensures that all new hires are contacted in a timely fashion to discuss membership in the Silverton Hospital Association of Professional Nurses Bargaining Unit and the ONA, ensures new hires are provided with a copy of the collective bargaining agreement, these Bylaws, a ONA membership application and to ensure that the new hires are introduced to the new hires’ unit steward; Strive to increase the membership of the bargaining unit; Ensure that membership records accurately reflect who are: a) members in good standing; b) members in bad standing; c) fair share members; d) bona fide religious objectors; e) new hires who are potential new members; and f) non-members. The Membership Chair will ensure that the list is updated on an annual basis and before every vote of the bargaining unit.

PNCC Chair Conduct and supervise the affairs of the Professional Nursing Care Committee (PNCC) in accordance with these Bylaws; With the PNCC, make recommendations for educational and training programs compatible with identified hospital goals; Ensure each nursing unit has at least one member in good standing willing to participate on the PNCC Committee or as dictated by the collective bargaining agreement; With the PNCC, process and analyze unsafe staffing reports. Take necessary steps to address issues raised in unsafe staffing reports when necessary; Make timely reports to the Executive Committee and ONA concerning unsafe staffing reports and educational and training programs; With the PNCC, make recommendations to the facility of ways and means to improve patient care; and with the PNCC, make reports to outside agencies with the approval of the Executive Committee and ONA. The Chair of the PNCC does not have to be a unit representative. If the chair is not a unit representative, such chair does not serve on the negotiations committee.

No member may hold more than one elected executive committee office. In addition to the above officers Unit representatives/ Stewards are needed for each unit: Emergency Room, Family Birth—Day Shift, Family Birth—Night Shift, Intensive Care, PACU/Surgery, Short Stay/ Endo, Med./Surgery, S.T.E.P.S, Resource. Unit Rep/Steward Training will be available!

If you are interested or want to nominate a coworker for the officer positions, negotiations team or unit representative/steward please fill out this form: https://www.oregonrn.org/page/Silverton-Nomination.

After elections are completed we will begin the bargaining survey process where we will hear from you on what is most important to you in our next round of negotiations- stay tuned for that later this summer!

Upcoming Drop-in Union Meetings:

Got Questions? Drop by on a break and chat with us!

- **Tuesday, July 18**
  - 11 a.m. to 2 p.m.
  - Conference Room D

- **Tuesday, August 29**
  - 11 a.m. to 2 p.m.
  - Café Conference Room

- **Tuesday, September 19**
  - 11 a.m. to 2 p.m.
  - Café Conference Room

Newly Hired?

If you are “new” (since the start of the pandemic) to Silverton we have probably missed the opportunity to welcome you to our union, ONA! We haven't been able to hold new employee orientations in person since March 2020.

Please contact us right away so we can get you all of the welcome information, paperwork and gifts!

Contact ONA by email: MemberServices@OregonRN.org
(503) 293-0011 or contact your labor rep. Newman@OregonRN.org
(503) 293-0011 ext. 1331.

You can also drop by the upcoming union meetings too to get your welcome swag and membership stuff!

We look forward to meeting our new folks!

Newly Hired?