Bargaining Update #1
Oct. 12, 2023

Over 40 nurses gathered at the Sky Lakes Pavilion in unity and support for our first bargaining session on October 11! Sky Lakes nurses wore their green and black shirts and welcomed management and the bargaining team as they walked into the meeting room for our first day of negotiations. Thank you to all of you who showed up both at the pavilion and by wearing your swag on the unit floors! Today, we demonstrated that we are united. Your presence helped set the tone for what we hope continues to be a collaborative negotiation process!

"I was very impressed by the nursing support and the nurses showing up. Feeling encouraged and supported by the nurses who showed up and community support. You all make us feel valued, you make us feel like we are one!" - Zenaida Gabriel, RN.
Our executive chair, Megan Romero, began our negotiations with a powerful opening statement that highlighted our goals and priorities:

- **Patient Safety**
- **Staff Safety**
- **Staff Morale**
- **Staff Retention**

To read Megan’s opening statement click here:


During our session, our team proposed additional time for new employee orientation on Article 2: Union Representation, Article 4: Discrimination, Article 6: Seniority, Article 9: Floating, Article 10: Meals and Breaks. We reached a TA on Article 4: Discrimination to strengthen language on workplace discrimination!

While we made movements on language to strengthen union rights and representation, we have not reached agreement on the rest of those proposals. Management is committed to reviewing our proposals and making counters at our next session.

We have heard from you all through bargaining surveys and one-on-one conversations on the issues that are impacting you the most. We are committed to centering those priorities throughout this process.

We are still in the very early stages of bargaining and have much more we will be fighting for as negotiations continue. Our next bargaining session is on Tuesday October 17. You are welcome to join and observe at any time. As we move deeper in bargaining topics, we will be reaching out to you for input, feedback & testimonies.

**Please stay tuned for those updates!**
<table>
<thead>
<tr>
<th>CONTRACT ARTICLE</th>
<th>ONA PROPOSED CHANGES</th>
<th>HOSPITAL PROPOSED CHANGES</th>
<th>TENTATIVE AGREEMENT</th>
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| Article 2: Access of Union Rep & Notification (Union Rights) | ♦ Change allotted union time during new employee orientation (NEO) from 15 mins to 30 minutes.  
♦ Nurse reps released from unit to cover NEOs  
♦ Employees required to attend NEO and learn about their benefits and rights | ♦ 30 minutes allotted time for NEO  
♦ Good faith effort from employer to release nurse reps for NEO  
♦ Employees will have option to attend union neo piece |                     |
♦ Association membership & activities The Hospital will not discipline or penalize against any nurse on account of lawful activity on behalf of the Association | ♦ Language Accepted | TA                   |
| Article 6: Seniority                | ♦ Update language to reflect current breakout of hospital units and departments          | ♦ Partial language accepted                                                               |                     |
| Article 9: Floating                 | ♦ Updated Floating language to reflect the current breakout of hospital units and departments | ♦ Maintain current language                                                               |                     |
| Article 10: Meals and Break         | ♦ At least two hot meals available for employees on all shifts                          | ♦ Language accepted                                                                       |                     |

We are ONA