The Oregon Nurses Association (ONA) and the Sky Lakes Medical Center (SKY) met June third and fifth to negotiate the closure of the Medical and post-surgical services (PSS) units and the creation of the new combined Med/Surg unit.

The negotiating team for the merger was represented by the staffing committee members. For Medical, Megan Romero and Steph Drake and for PSS, Shannon Galpin and Cyntia Pope.

On Wednesday, June 3 the ONA executive team was represented by Aletta Mannix and on Friday, June 5, by Julianne Underwood. Labor representative Elizabeth Weltin acted as lead negotiator.

On the first day of negotiations, the hospital presented the union with the proposal to offer .6 FTE positions to many nurses in lieu of layoffs. This was the first that the team had heard of this proposal and the union could not initially agree until there was time to consult with all the members of both units.

Wednesday evening and Thursday were spent discussing the new scenario with the nurses. It was obviously a difficult decision, but we heard overwhelmingly that the preferred plan was .6 FTEs versus full permanent layoffs. The team agreed to the hospital’s presented plan.

The team went through the contract language related to layoffs with hospital management to ensure that both sides agreed how the language would apply during this unit closure and new merger scenario.

Other points of agreement the team negotiated:
- The hospital has agreed not to contest unemployment if a nurse is offered a position that they do not want.
- Scheduling committee to work on schedule matrices with RN representation ON PAID TIME.
- A job description for a charge nurse in the new unit.
- A second charge RN assigned specifically to ModC when it is opened for patients.
- Training to bring nurses up to speed with new role.
- The ability for RNs with .6 FTE to have first request for open shifts in the schedule.
- If .9 FTE positions become available, current .6 FTE RNs that had previously worked .9 FTE would have recall rights based on seniority for those positions.

Informational Meetings
Tuesday, June 9!
Two sessions
1600 (4 p.m.) & 1830 (6:30 p.m.)
Pavilion Auditorium
(please bring your mask)
Informational Meetings Tuesday, June 9!

The hospital and ONA will be meeting in two sessions with nurses from Medical and PSS on Tuesday, June 9.

The first Session is at 1600 (4 p.m.) and second Session is at 1830 (6:30 p.m.) in the auditorium at the Pavilion (please bring your mask).

You can choose to attend either session.

The plan for how positions will be bid on by seniority and your rights under the contract and other details will be discussed.

If you can’t make this meeting, please reach out to your representatives.

Scheduling Committee

Are you interested in working to find a good schedule fit for your colleagues or do you know an RN in medical or PSS that would be perfect for the Scheduling Committee for the new Med/Surg Unit? Please nominate yourself or others by clicking here or going to: www.surveymonkey.com/r/Scheduling-SKY-Med-Surg-Nominations.

Nomination close Friday, June 12 at 1700 (5 p.m.)

Before, during, and after the COVID-19 pandemic, ONA is here for Oregon nurses.

We have fought for emergency temporary COVID-19 contract protections for health care workers across Oregon, and collectively bargained them in 75% of ONA represented facilities so far.

We have developed groundbreaking nursing practice guidance on the questions that matter most to our members, including guidance on how to safely decline unsafe assignments due to lack of adequate PPE, and the ongoing crisis of PPE reuse in Oregon healthcare facilities. We have taken collective action together, 15,000 nurses and health care workers united together for FDA-approved PPE, safe triage and intake protocols, paid admin leave for all nurses exposed, and the practice standards we need to safely treat our patients in a pandemic.

Now, we are acting to protect the nurses and health care workers who are in financial trouble because of COVID-19 impacts to staffing in our hospitals, clinics, and facilities. If you are experiencing financial hardship as a result of changes inside your hospital related to COVID-19, your union and professional association is here for you.

Contact us at memberservices@OregonRN.org today about how we can help if you are struggling financially because of COVID-19.

ONA Dues Relief

Dues relief for 60 days available for members experiencing COVID-19 related:

- Low Census (losing more than 50% normal hours per month)
- Furlough or Layoff