



Eblast SKY ED August 24, 2018

Dear Sky Lakes nurses,

Last year in bargaining, we worked to improve safety in our workplace for both patients and employees. In our legally binding contract, the employer agreed to provide a dedicated security professional in the emergency department (ED) 24/7 by July 1, 2018.

In July, we heard from many ED nurses that security guards were not assigned to the ED on a regular basis. Our Oregon Nurses Association (ONA) leadership inquired with the employer to understand what was holding up implementation. They admitted that they were delayed in hiring and implementing the ED guard program.

However, the response we received from the director of security was disconcerting. He said he did not think the employer was obligated to have a guard assigned solely to ED. Instead, he said a guard would be assigned to the first floor and "their primary responsibility during their shift" will be ED. We were surprised by his response. The plain language of the contract says otherwise (see below).

Our bargaining notes and proposals support our contention that the employer agreed to a **dedicated security guard 24/7 in ED**. We won this language to ensure the safety of our patients and all employees.

We formally disagreed with the employer's interpretation and filed a grievance to hold the employer accountable. We will be holding the grievance meeting on Friday, August 30.

We will keep you informed about our progress. When nurses are unified, we can move the employer. Together, we insist upon a safe workplace for you and everyone who visits the ED.

**"Article 11, Section 6. Security Guards**

The Hospital shall assign a dedicated security guard on a 24/7 basis to the Emergency Room. This guard may assist in other areas of the Hospital in an emergency, but the primary responsibility will be to the Emergency Room. This Emergency Room security guard commitment will become effective no later than July 1, 2018 to allow for hiring and training."