



Oregon Nurses Association  
Bargaining Unit Newsletter

Aug. 8, 2019

Samaritan Lebanon Community Hospital (SLCH)

## Bargaining Update #3

### Bargaining Update

#### SLCH Executive Committee

##### Chair:

Lisa Logsdon, RN,  
ACU

##### Vice Chair:

Nancy McPherson,  
RN, Endo

##### Secretary:

Vacant

##### Treasurer:

Lisa Brown, RN,  
GBC

##### Grievance Chair:

Vacant

##### PNCC Chair:

Joe Miner, RN,  
ICU-CCU

##### Membership Chair:

Susan Greenup, RN  
PACU

##### Stewards:

Lisa Logsdon, RN  
Lisa Brown, RN  
Nancy McPherson,  
RN

#### ONA Labor Representative

Christine Hauck  
[Hauck@OregonRN.org](mailto:Hauck@OregonRN.org)  
(503) 302-1813

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On Aug. 5, 2019, our bargaining team met with management for our sixth session and received their economic proposal. SLCH's chief negotiator Scott Russell said their first offer for wage increases was one percent for each year of the contract. The bargaining team expressed their disappointment at the low starting point and stated that the cost of living is currently increasing at 2.7 percent.

The bargaining team also spoke to administration about paid time off (PTO) and the importance of it, however, no official agreements were made.

#### Article 12 - Professional Development

The bargaining team passed a counter proposal regarding the importance of having the tuition reimbursement grid in the contract. The current practice is covered by hospital policy; however, we have seen a decrease in the amount of

coverage since the last contract was bargained.

#### New Article yet to be numbered

Both sides have agreed to move all the surgical services language into its own article. This was done at the request of both sides to decrease confusion.

#### Article 19 - Retirement

The bargaining team passed a counter proposal regarding the percentage of employer's contribution to our retirement plan. Management wants all employees to drop to a two percent contribution. The bargaining team spoke to management regarding how important it is for nurses to have a good retirement.

Next session is Thursday, Aug. 15, 2019 at 10 a.m. in Conference Room D. Nurses are always welcome to watch bargaining.

### Your Union, Your Rights

As a member of ONA, you are a member of a labor union and have specific rights guaranteed by the National Labor Relations Act (NLRA).

#### Rights as a Member:

- Bargain collectively through representatives of employees' own choosing for a contract with your employer that sets your wages, benefits, hours and other working conditions.
- Discuss your terms and conditions of employment or union organizing with

your co-workers or your ONA Labor Relations Representative.

- Take action with one or more co-workers to improve your working conditions. For example, raise work-related complaints directly with your employer or a government agency.

#### What Management Cannot Do:

- Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-

# Your Union, Your Rights

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work time, in non-work areas, such as parking lots or break rooms.

- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, transfer you, reduce your hours or change your shift, or otherwise take adverse action against you. They cannot threaten to take any of these actions because you join or support a union, you engage in concerted activity for mutual aid and protection, or you choose not to engage in any such activity.
- Prohibit you from wearing union hats, buttons, t-shirts and pins in the workplace except under special circumstances.
- Spy on or videotape peaceful union activities or pretend to do so.
- Engage in Direct Dealing with employees, or **change working conditions** without union input.

What does it mean to be “direct dealing”? In general, an employer is obligated to bargain over its employees’ wages and other terms and conditions of employment when a union represents those employees. The union is the legally recognized representative of the employees. Doing otherwise, cutting individual deals with nurses without agreement by the union, is prohibited by law. Direct dealing is when an employer and employee discuss and take action without the union’s knowledge or presence in matters that fall within the scope of mandatory subjects of bargaining.

Changes to working conditions happen when a new policy comes up that changes the way that your day-to-day work happens, or creates a new circumstance for possible discipline. For instance, requiring nurses in certain departments to wear color coded scrubs, changing a requirement about education or licensing, or changing a scheduling system or vacation approval policy.

Any questions? Talk to your ONA executive committee, your department ONA Steward or your ONA Labor Representative, Christine at [Hauck@OregonRN.org](mailto:Hauck@OregonRN.org).



## OREGON NURSES FOUNDATION

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise \$100,000 this year so they can award larger scholarships in 2020. Visit [www.OregonNursesFoundation.org](http://www.OregonNursesFoundation.org) for more information or to donate.

“Ask Me  
Anything”  
On Practice

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Voice of Oregon Nurses Since 1904

Visit ONA’s Facebook page from 2-2:30 p.m. on Aug. 14, 2019 to hear from our nurse practice consultants. They’ll be taking questions about everything from nurse staffing and scope of practice to continuing education. If you can’t see it live, it is archived for viewing later.

[www.facebook.com/OregonNursesAssociation](http://www.facebook.com/OregonNursesAssociation)