Bargaining Team Achieves Negotiations Inside Facility

At the beginning of the bargaining session, we raised problems with the location in the 2600 building. The room is very hot and loud, which is very problematic for negotiations. But most importantly, members cannot realistically access bargaining and observe the proceedings. This bargaining team is committed to maintaining a transparent process so ease of access for members to come and observe was crucial. We proposed moving to a location inside the facility to which STC-B initially responded by stating that rooms were not available, which was the original cause of the negotiations being held at the 2600 building. During a caucus, our team found a number of open locations inside the facility which were available during currently scheduled bargaining sessions. We proposed these locations and STC-B initially was resistant, but ultimately agreed to hold the joint sessions inside the facility.

This is a great achievement for the membership and if management is serious about engaging with our union to bargain a fair contract, we should expect all future sessions to be inside the facility.

STC-B Continues to Block ONA Representatives from Breakrooms

We raised issue of ONA Representative access being denied and its effect on delaying communication with members and our ability to move forward on proposals. STC-B had no response. Outside of bargaining, STC-B continues to claim they are open to discussing access, but consistently maintain their illegal ban on ONA reps in breakrooms. Federal charges have been filed with the National Labor Relations Board and actions are being planned.

Proposals / Counter Proposals

STC-B responded to our last proposal for Article 7. Their proposal would essentially create a new category of “casual” relief nurses. Under the proposal, casual relief nurses would only be required to work two available shifts, including one weekend shift, per schedule period. The differential for the position would be cut from 15 percent to 5 percent.

♦ STC-B maintained their termination of the weekend work exemption
♦ STC-B proposed increasing the number of variable shift/unit positions from two to four.
♦ STC-B proposed overly broad language relating to the definition of “emergency” for the purposes of changing posted schedules.
♦ STC-B proposed new categories of required holidays for relief nurses. Under the proposal relief nurses would be required to work one summer holiday and one winter holiday. Winter holidays are Thanksgiving, Christmas, and New Year’s Day. Summer holidays are Memorial Day, Fourth of July, and Labor Day.

We counter proposed language in Article 14 that strengthens the process for documenting unsafe staffing. The ONA Staffing Request and Documentation Form (SRDF) is established in the contract. The language also establishes a clearer process for management being officially notified of the staffing problem and the forms getting to the Staffing Committee.

We proposed that PNCC members be paid at their regular rate of pay, including differentials, and not solely straight time pay.

Next Bargaining Sessions are on June 29 in the Heart and Lung Conference Room and on July 2 in the Hospital Board Room.
Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the Nurse Leadership Institute (NLI).

The ONA NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

2018-2019 Schedule

There are six sessions taking place over a seven-month period. Participants are expected to attend all sessions in their entirety.

<table>
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| Session #1 | Friday, Sept. 14 (evening only)  
Saturday, Sept. 15  
Sunday, Sept. 16 |
| Session #2 | Friday, Oct. 26 |
| Session #3 | Saturday, Dec. 8 |
| Session #4 | Friday, Jan. 18 |
| Session #5 | Saturday, March 2 |
| Session #6 | Saturday, April 13  
Sunday, April 14 |

Applications are due by Aug. 3. Visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI