Monday and Tuesday’s Bargaining

This Monday and Tuesday, September 11 and 12, we met with St Charles leadership to continue negotiations for our contract. First, we had to address that the Hospice department had scheduled a mandatory meeting for all Hospice nurses for Tuesday and that this meeting would leave the negotiations team short on a required minimum nurses to start negotiations at our usual time of 9-9:30. Because of administration scheduling this mandatory meeting, we were not able to start our negotiations to have a full day on Tuesday.

Sadly, we have also had difficulty getting nurses off the schedule to attend the limited amount of negotiation dates that St. Charles has given us. We started out giving them twenty-five available dates in August and St. Charles was only able to accommodate us with four dates. Unfortunately, this is a pattern that has continued to happen for September and October. We were able to get an additional 2 days in September, however, several nurses were not approved to get the days off for negotiating. The team members continue to work tirelessly to represent everyone even through these difficulties.

Happily, it seems that due to addressing these issues early we have secured negotiation dates through December! Also, we are pleased that St. Charles administration has made a change and has committed to getting team members off the schedule for future dates! The team addressed for a second time that it is unacceptable for management to use ETO for HR time if that is not the nurse’s preference. It has been brought to the team’s attention that even after addressing this at the bargaining table at the last session, this has still been occurring. ANYONE who is having their timecards altered after it has been signed needs to report that to our ONA Rep, Christine Hauck, hauck@oregonrn.org, and/or the negotiations team, as soon as possible. To have this practice changed we will need to start reporting this every time!

We were able to pass language covering “work rules” first thing on Monday. Most of our day was spent reviewing the ETO article that St. Charles passed back to us last session. We are aware that by proposing that we fall under the “unrepresented” employees this may takes us below the current amount of ETO we accrue. We are working on this and made sure that this was discussed when we passed back our counter proposal on Tuesday. We will not give up any benefits we currently receive!

We are also addressing that St. Charles has wanted several nurses’ positions cut from the contract. We continue to negotiate these positions and will make sure that EVERYONE within our departments is represented! We continue to discuss these positions and are fighting tirelessly for EVERY NURSE in Community Care!

We are HAPPY TO REPORT that we were able to REACH OUR SECOND TENTITIVE AGREEMENT on Tuesday at the end of the day! We are optimistic going into our next dates September 21 and 22 that we continue to move in the right direction including getting date scheduled for the remainder of the year!
How Can I Help?

We many have team members reach out for switches/trades or coverage for negotiation dates next week! Please consider these if you are able! **IT IS IMPORTANT TO HAVE EVERY MEMBER AT THE TABLE FOR EVERY SESSION IF POSSIBLE.** You can help us achieve that!

We still are looking for people willing to bring food or donate money to cover the lunch meal on negotiation days! If you cannot bring food in, think about sponsoring part of or a full meal for the team. Team members are taking ETO or giving up working days unpaid to sit and represent you! Please help support them in any way you can!

**STICKER DAYS!**

We will have stickers in both the Redmond and Bend offices in the supply room/bulletin board. Please look for them and take a few! Please wear stickers in show of support on negotiation days! The next dates are SEPTEMBER 21 and 22! This will bring awareness to the community that we are not treated fairly in comparison with our nursing peers and will show support to the negotiation team!

Develop Your Skills to Build a Stronger Union

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift.

Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

There are three different steward trainings offered throughout the year. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training and date that works best for you!

More steward trainings and other learning opportunities are being planned, so check back to the ONA website regularly to find more opportunities.

**Space is limited so register today at:**

www.OregonRN.org/Steward-Training