Yesterday, April 6, your ONA bargaining team met with the Tuality management bargaining team for the third negotiation session. Your bargaining team continues to propose thoughtful language that reflects your expertise, knowledge, and experience as a nurse. Your survey responses, input, and feedback are the team’s guide for how they approach negotiations. Membership expressed the importance of improving paid leave time, staffing, wages, respect, retention and recruitment. Your team updated language in Article 4 - paid time off.

Additionally, your team added the proposed “Workplace Violence Prevention Committee” to Article 17, ensuring that the ONA members who are appointed to the committee get paid. In Article 17, the team also proposed the members involved in the Benefits Committee meet 2 times a year, which is a more reasonable and attainable expectation. Currently, your contract’s duration is 2 years, and the bargaining team proposed a 3-year contract, which is Article 20.

Management did not respond to Article 4-paid time off since they will be looking at language in Appendix B, which is also regarding paid time off, and they prefer to wait until the language for Appendix B is proposed.

The ONA bargaining team also received a proposal from management eliminating the Professional Nursing Care Committee (PNCC). The PNCC is a vital tool for everyone. Appointed nurses get paid to discuss matters that impact patient care and make recommendations on ways to improve. Management also proposed to eliminate the Benefits Committee, which allows nurses to provide input and recommendations on healthcare and retirement benefits; participating in the Benefits Committee is also on paid time.
Furthermore, management rejected the entire new proposed article “Safety and Wellbeing”, which elaborated on the employer’s responsibility when workplace violence occurs in the hospital. Management believes that they are addressing safety, wellbeing, and workplace violence issues. Management’s rejection of the “Safety and Wellbeing” article and elimination of the PNCC and the Benefits Committee sends us a clear message that our expertise, knowledge and experience is not valued nor respected.

We hoped to have an agreement on introductory period language in Article 1, which management had proposed changes to, but are not in alignment with regular employees not having union rights when they transfer as a nurse to another department. You should have the right to all aspects of your collective bargaining agreement as a regular employee! As your bargaining team, we are appalled by management’s counters and rejections. As we continue to put effort to understand management’s intent and work on language, we find that the effort is not reciprocated. We will continue to express our member needs and bargain with the upmost representation. Our voice and our union rights will stand strong!

Management needs to know how your safety is impacted while at work. Use the QR code below to tell us how your safety has been compromised at work. The deadline to reply is Monday, April 17.

Your Expertise, Your Knowledge, Your Experience continued from page 1

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon. Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories

Announcement

Welcome and many thanks to the following Nurses who are now Professional Nursing Care Committee (PNCC) members:

- Karen Shipman
- Terri Kaiser
- Celina Giron
- Maria Anderson
- Jayesh Palshikar
- Cindy Whitaker

Next Bargaining Date

THURSDAY, APRIL 20
9:30 A.M. – 4:30 P.M.
Health Education Center Auditorium