WE ARE COMMITTED to the Process and CONFIDENT in Our Value

During our bargaining session on Thursday, June 1, 2023, the ONA bargaining team and members were informed about an outsourcing announcement impacting our fellow American Federation of State, County, and Municipal Employees (AFSCME) union siblings. Oregon Health and Science University Hillsboro (OHSU-H) has outsourced Environmental Services (EVS) and Food Nutrition Services (FNS) to Compass One. Some of our EVS and FNS colleagues have been laid off and we want to extend our solidarity with our union siblings. The bargaining team let OHSU-H management know how important the EVS and FNS employees are to the hospital, patients, and staff - we stand together!

At bargaining, we responded to OHSU-H management’s economic package. We continue to maintain our position in adding holidays that reflect our community - Cesar Chavez Day, Juneteenth, and Indigenous People’s Day. OHSU-H management continues to maintain their position and rejects adding any new holidays.

During rounds last week, the bargaining team received feedback from ONA membership that safe staffing, wages, incentives, and differentials are high priorities, and to keep fighting for better economics that will recruit and retain nurses. The bargaining team has made movement on wages and intends to stand strong on our proposals. We presented wage increases of 12 percent for 2023, 9 percent for 2024 and 9 percent for 2025. Management countered with 3.5 percent for 2023, 2 percent for 2024, and 2 percent for 2025. They made it clear that they have no confidence that we will get any closer in wages. The bargaining team believes that a 3.5 percent wage increase followed by 2 percent and 2

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percent is like “eating bitters” all day, every day. OHSU
-H management also maintains their current proposal
position of reducing our paid leave hours (PLH) cash
to 100 hours from 360 hours. The bargaining team was
told by membership that PLH is earned time and they
will not accept any reduction.

We have made it clear to management that the break
and relief language in our contract must be followed,
and units must have a designated break and relief
nurse. The ONA bargaining team added triage nurse
language to incentivize triage nurses and help both
parties differentiate the role of a break and relief nurse
and triage nurse. Management has completely
rejected the language and believes they follow the BLT
language in the contract.

Both parties will continue to negotiate at the bargaining
table and ask that you to keep giving us feedback and
input. We stay committed to meeting our priorities to
improve recruitment, retention, and respect. Stay
engaged and informed! Together we are stronger.

At the next bargaining session, your ONA bargaining
team will have further non-economic and economic
responses for management. We are also waiting to
hear from management on a few proposals.

Staffing Request Documentation Form (SRDF)

Do you know what a SRDF form is, why you
would fill one out, where to find the form and who
to turn it in to?

Have you ever had one of those shifts where you
knew you were stretched too thin and struggling to
provide safe patient care? **This is the time to
submit a SRDF.**

Copies of the SRDF should go to ONA, your
employer, your staffing committee or PNCC chair,
and keep a copy for yourself.

**SRDF Process**

Oregon Nurses Association has provided a means
by which staff nurses could report when nurse
staffing on their unit/shift is insufficient and/or
unsafe since 1997. The report is part of the ethical
obligation of nurses to report when provision of
“safe patient care” is, at the least, not supported or
at the most, impossible. When a nurse on a shift is
faced with staffing which is imminently or
potentially unsafe according to the various causes
of unsafe staffing, it is intended that the nurse:

a) Notify someone in the chain of command,

b) Ask for additional staff, and

c) Ask for a response in a reasonable period of
time, e.g., minutes, hours.

The diagnostic reasoning based on professional
practice is conducted as to the cause. Following
this, the nurse assumes the patient care load as
assigned, asking for help as they need. At the end
of the shift, or within 48 hours, the nurse
completes the form.

If you do not receive a confirmation
email or have any difficulties
throughout the process, contact
ONA at SRDF@OregonRN.org or
call 503-293-0011.