Guaranteed Breaks and Limits to Floating!

These Were Among the Priorities Voiced in Our Second Negotiation Session

Our bargaining team was back at the table on Nov. 13 and gave administration a number of proposals that reflect our values and priorities, like quality patient care, safety, and retention of excellent staff.

Among our biggest priorities were real, uninterrupted breaks and limits to floating. For breaks, we proposed language in the contract that the employer will add 15 minutes of pay for each missed break per shift.

This should incentivize administration to make breaks possible. For floating, we proposed that nurses should be able to opt out.

Per Diems Won the Right to Education Funds!

Last week we proposed that Per Diems be eligible for the pool of money for education, and administration agreed. Once the contract is settled and ratified, there will be more details how Per Diems can request education dollars.

A Voice in Benefits!

Our team proposed having an Employee Benefits Council, half with ONA nurses and half from administration, in order to collaborate on benefits plans and communication.

This will give us a real voice in decisions that deeply affect us. Our fellow ONA nurses at OHSU have this council, and they feel it works great for them.

Other Proposals From Nov. 13:

- Making everyone eligible for overtime after 40 hours in a workweek
- Flexibility for some of us to work consecutive weekends if that works best for our lives
- Ability to make up the time if a holiday interferes with our scheduled hours
- Clear order for low census days

We will be addressing other priorities in subsequent sessions. For more details, reach out to a bargaining team member.
### UPCOMING BARGAINING DATES

**Additional dates (so far):**
- Nov. 20
- Dec. 8
- Nov. 27
- Dec. 11

**Your bargaining team:**
- Lori Shockey - TOPS
- Amanda Carter - PCU
- Terri Kaiser - Recovery
- Linda Nash - Birth Center
- Cindy Kistler - ICU
- Anne Groundwater - ER
- Chris Fults - Med/Surg
- Brittany Wilson - ICU

### Vote YES on Measure 101 to Protect Health Care Access

Oregon voters will face a decision on whether or not to protect health care for more than 350,000 children, adults with disabilities, seniors, and low-income families in a special election Jan. 23, 2018.

Measure 101 asks voters to uphold the bipartisan Oregon Healthcare Protections Bill which the legislature passed in the 2017 legislative session. Nurses, hospitals, insurers, Democrats and Republicans all supported the bill in order to fund health care and lower premiums for more than half a million Oregonians.

**Voting YES on Measure 101 means protecting health care for Oregonians who otherwise couldn't afford care** and are too often forced to go to the emergency room when they are sick. If the measure fails, thousands of our most vulnerable patients will be in jeopardy of losing their health care.

It is critical we stand together to protect Oregon families by supporting Measure 101 in the Jan. 23 special election.

Learn more, get involved, and add your name to pledge to vote YES on Measure 101 at: