Tuality Nurses Show More Unity Than Ever

On Monday, Dec. 11, ONA nurses packed the bargaining room and sent a message of unity to Tuality administration. We delivered a petition, signed by an overwhelming majority of Tuality nurses, that said:

We, the undersigned nurses of Tuality Community Hospital, support our ONA bargaining team’s priorities which include following principles for nurses:

- **Better Staffing**—Including Break Relief Nurses to provide uninterrupted rest and meal periods
- **Limits to Floating**—The ability to opt out, and higher incentives to opt in
- **Full Membership for a Stronger Union**
- **Limits to Standby**—Higher pay for excessive standby to incentivize other solutions
- **Higher Raises and Differentials**—To recruit and retain excellent staff

So far, administration is willing to move on many of the smaller items at the table, but we are still far apart on key issues and priorities. See the chart on page 2 for some of the main issues and where we stand.

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Tuality Nurses Show More Unity Than Ever

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<table>
<thead>
<tr>
<th>Tuality Nurses</th>
<th>TCH Administration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dedicated break relief nurses to help ensure reliable, uninterrupted rest and meal breaks</td>
<td>No formal response, but they’ve indicated: No</td>
</tr>
<tr>
<td>Pay for missed breaks</td>
<td>No</td>
</tr>
<tr>
<td>Ability to opt out of floating, plus a differential for floating more than two shifts a pay period</td>
<td>No</td>
</tr>
<tr>
<td>For units where standby is required, $8 for every hour over 50% of FTE</td>
<td>No</td>
</tr>
<tr>
<td>We shouldn’t have to use PLH on a 10-hour work break</td>
<td>Only if we are already above our FTE</td>
</tr>
<tr>
<td>5% raise upon ratification of new contract, plus another 5% raise in 2019</td>
<td>1% upon new contract, 1% in 2019</td>
</tr>
<tr>
<td>An added top step to recognize years of service</td>
<td>No</td>
</tr>
</tbody>
</table>

For more details, speak with an ONA bargaining team member.

We know we can win by standing together to show our power in numbers. The path to victory at the bargaining table isn’t won with smooth talking and good arguments—it’s when administration sees that we, the united ONA nurses of Tuality, won’t back down from standing up for our priorities.

The petition was only the first step. We have more actions planned to show our unity.

We signed an agreement to extend the contract through Jan. 31, 2018 and will have more bargaining dates in the new year. With more action and administration’s continued willingness to work toward our priorities, we should be able to reach a deal by the end of January.

Know Your Rights!

It is our legal right to have a union, to talk about our union, and to take action in support of our union. It is illegal for administration to threaten or intimidate us about our union activity. Here are a few questions some nurses have about their rights at work:

**Q: Can I talk about the union at work?**

**A: Yes.** In any situation where we are free to talk and socialize as we work we can talk about the union. If it’s appropriate to talk about family, sports, TV shows and movies, news stories, vacations, etc.—we can talk about our union. In any situation where it would be inappropriate to have such conversations—like during patient care—then we probably shouldn’t talk about the union at that time either.

**Q: Can I sign a petition at work?**

**A: Yes.** The same standard applies as above. At any time and place where it would be appropriate to circulate and sign a birthday card, for example, we can circulate and sign a petition.

**Q: Can I wear an ONA sticker/button/pulley etc.?**

**A: Yes.** It is our legal right to visibly show our support for our union.

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Know Your Rights!
(continued from page 2)

Q: What if my supervisor tells me I can’t do any of the above activities?

A: Tell them they are breaking the law by saying that. Write down their name, exactly what they said, and the time they said it. Report this to a bargaining team member immediately.

And remember: when administration wants to make us feel like we are being “bad” for participating in our union, it’s because they feel threatened by us. They don’t want us to have the power to demand better staffing, real breaks, limits to standby and floating, or raises and retirement. They know that if we feel empowered, we will ask for—and win—more.

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Next Bargaining Dates:
Jan. 8 & Jan. 15

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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.

If Measure 101 fails, over 350,000 Oregonians could lose their healthcare coverage.

Learn more, get involved, and add your name to pledge to vote YES on Measure 101 by clicking the link below:

www.OregonRN.org/YesOnMeasure101
ONA invites you to bring your voice and perspective to the ONA Convention and House of Delegates (HOD), held April 18-20, 2018 in Bend.

The HOD is ONA’s Primary governing body. As a delegate, you will hear from ONA’s Board of Directors, Cabinets, Constitution Associations and other leadership groups and discuss and vote on resolutions, amendments and other initiatives.

We need both experienced and first-time delegates to join us in Bend for ONA’s 2018 House of Delegates, so sign up now!

Delegates pledge to register for and attend ONA’s House of Delegates on Friday, April 20 but delegates and other nurses are invited to register to attend ONA’s continuing education days, April 18-19. The CE days will include continuing education workshops, sessions, hands-on learning and community service opportunities centered around nurse advocacy.

Travel, lodging and education reimbursements may be available. Please see your bargaining unit or constituent association rules on how to apply for reimbursement.

Questions? Contact ONA Chief of Staff Whitney Wong, via email at Wong@OregonRN.org or phone at 503-293-0011 ext. 1325.

www.OregonRN.org/Delegate