When We Stand United and Speak Out, We Win!

When we started bargaining for our new contract in October, our priorities were:

- Consistent, uninterrupted rest and meal breaks
- Limits to floating
- A stronger union via full membership
- Limits to call
- More flexibility with weekend and vacation scheduling
- A stronger voice in patient care through better committees
- Raises to better recruit and retain quality nurses

Since then we have had several wins to celebrate. Our first victory came before we even got to the table! For the first time in many negotiation cycles, we’ve had bargaining sessions at the hospital, rather than offsite. By standing united for the right to bargain where we work, we won!

More recently, nurses in the Family Birth Unit (FBU) signed a petition to voice their opposition to permanent night call on their unit. On Monday Jan. 15, Family Birth nurses presented the petition at bargaining and within hours Tuality administration negotiator gave us a proposal to reverse their position. This is what it means to have a union! One of our biggest priorities is to have language in the contract which guarantees rest and meal breaks, so we presented a proposal calling for dedicated break relief nurses. We wore stickers throughout the hospital, making it clear that Tuality nurses stand united on this issue. As a result, administration agreed—there is currently a proposal from them that includes break relief nurses on most

“Our victory was a direct result of our petition from the FBU staff, with the backing all of the Tuality ONA nurses—especially my fellow bargaining team members. Because we stood together, management came back to the table and proposed to remove the FBU Memorandum of Agreement from the contract! I work with some amazing nurses and I am so thankful.”

–Linda Nash, RN, FBU; Bargaining Team

Continued on page 2
When We Stand United and Speak Out, We Win!

(continued from page 1)

units, day and night. There are still some details to hammer out, but this would be an historic win for nurses in the state of Oregon!

We won tentative agreements on a number of issues, including (but not limited to):

- A stronger voice through Labor Management Committee
- Guaranteed education leave (2000 hours) which includes Per Diems for the first time
- Nurses taking a 10-hour work break are no longer required to use PLH
- Short shift incentive is will be available to Per Diems (who work 24 hours in that pay period
- Clearer low census language

But we still have work to do on a number of outstanding proposals, which includes key priorities:

- Ability to opt out of floating
- $8 for every hour of standby over 50% of FTE in units where standby is required
- Four percent raise upon ratification of new contract, with another four percent raise in 2019

We’ve made significant progress, and we know we can win by standing together to show our power in numbers. We win at the bargaining table when administration sees that we, the united ONA nurses of Tuality, won’t back down from standing up for our

UPCOMING BARGAINING DATES:

Speak with one of the bargaining team members for more details:
Lori Shockey-TOPS • Amanda Carter-PCU • Terri Kaiser-Recovery • Linda Nash- Family Birth Unit • Cindy Kistler-ICU • Anne Groundwater-ER • Chris Fults-Med/Surg • Brittany Wilson-ICU
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 by clicking the link below:](http://www.OregonRN.org/YesOnMeasure101)
Join ONA at 2018 Convention and House of Delegates, April 18-20

ONCh 2018 Convention and House of Delegates
Wednesday, April 18 - Friday, April 20
The Riverhouse on the Deschutes, Bend, OR

What if every Congressperson was a nurse? It would be just like ONA’s House of Delegates!

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

Becoming a Delegate is Simple!

Follow these three simple steps*

**Step 1:** Go to the ONA website: www.OregonRN.org/Delegate

**Step 2:** Complete your Delegate Nomination Form

**Step 3:** Register for ONA’s HOD and Convention

*If there are more delegate submissions than open seats, an election may be held to determine delegates.*