Bargaining Has Begun!

We held our first bargaining session on Wednesday, Feb. 18.

Our Oregon Nurses Association (ONA) bargaining team started it off by making over 20 proposed changes to the current contract, some of which Tuality administration agreed to later in the day. We are hopeful we can have a fast and productive negotiations so we can all focus more on patient care.

This is a summary of most of our team’s proposals on the Feb. 18:

- ONA use of Tuality email
- Tuality HR will email ONA newsletters, updates, information
- ONA members will be paid to be on negotiating team
- Nurses will be paid for time in investigation meetings
- Stewards will be paid for doing work of union
- Nurses will be released for legislative activities
- Stewards will have 10 minutes of staff meeting for ONA updates
- Nurses who may be disciplined will receive a pre-disciplinary notice
- A better process for investigatory interviews
- Nurses under investigation will be notified within 14 days
- Tuality will provide all documentation used to support discipline
- Just cause spelled out
- A clear, progressive disciplinary ladder
- Disciplinary documentation must be provided
- Nurses on paid administration leave will receive weekly updates
- Nurses have access to personnel files
- Coaching is defined as non-disciplinary; IF it is documented, such documentation can be grieved
- Education money can be used for testing and re-certification, or other expenses for certification such as textbooks.
- Courses required by Tuality will be paid for regardless of location
- Vacancies must be filled by internal applicants who meet qualifications
- The Labor Management Committee now a part of regular contract

Tuality administration agreed to:

- A better process for investigatory interviews
- Disciplinary documentation will be provided
- A better nurse improvement assessment

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- Coaching is defined as non-disciplinary
- The Labor Management Committee is now a part of regular contract
- Nurses will be released for legislative activities

Tuality administration proposed a few other items, like more equitable employment opportunity language, and clarifying the grievance process.

Our next bargaining dates are Feb. 21, March 3, 6, 16, 19, 20

Our 2020 Bargaining Team

- Cindy Kistler (PCU)
- Terri Kaiser (TOPS)
- Cindy Whitaker (TOPS)
- Jayesh Palshikar (Med/Surg)
- Victoria Vincent (Resource)
- Chris Peterson (ED)
- Corey Meyer (Geri Psych)
- Chris Fults (Med/Surg)
- Andrea Haney (FBU)

Join the CAT!


Winning is up to us! Our wages, benefits and working conditions are not a gift from the employer, they are hard fought victories by us through our unity and action. Being involved in our union means taking responsibility for our own future. Your union is not some outside organization that comes in and takes care of Tuality nurses, the union is us! The first step to participate is joining the Contract Action Team (CAT).

A CAT member is responsible for helping keep their units appraised of developments in bargaining and helping work with the bargaining team to coordinate bargaining actions to ensure that we win a strong contract. For this round of negotiations, it’s important that we are well organized from the start of bargaining to ensure that administration knows that we are fully prepared to fight for our patients.

If you would like to be part of the CAT, please contact your ONA labor representative, Sarahi Soto by email at Soto-Talavera@OregonRN.org.

Bring Your Voice to the ONA House of Delegates

Your voice matters. Be part of ONA’s primary governing body, the House of Delegates (HOD). As a delegate you will discuss and vote on resolutions, amendments and other initiatives that will determine ONA’s direction.

Bring your perspective and join us at the 2020 House of Delegates on May 19 in Portland.

Visit www.OregonRN.org/Delegate for more information and to complete your delegate nomination form.

Questions about statewide offices or delegates? Email or call ONA Chief of Staff Whitney Wong at Wong@OregonRN.org or 503-293-0011 ext. 1325.