Remaining Strong & Unified!

Because your Oregon Nurses Association (ONA) bargaining team remain strong and unified, we had a great day of bargaining on Tuesday, March 3.

Bargaining is off to a strong start! We worked with Tuality administration to make major movements on the grievance and disciplinary process and hope that our current collaborative spirit can continue at the table.

Our ONA bargaining team brought up strong concerns about the drastic reduction of vacation that Tuality administration proposed. We counter-proposed an expansion of vacation time to be more equitable by including evening shifts. We know we give great patient care when we take care of ourselves as well.

Our ONA bargaining team asked a lot of questions about Tuality’s floating & low-census proposals and voiced our concerns about how the combining of units would affect things in Outpatient Surgery (TOPS) and the Main Operating Room (Main OR). We weren’t able to finish the conversation because we want managers from the Family Birth Center (FBC) unit in the room.

Tuality proposed a Nurse Residency program and an Advanced Clinical Ladder to be worked on in collaboration with ONA over 12 months. We have a lot of questions that we hope to ask in the next session.

From ONA’s perspective, things are moving and we are making great progress with good collaborative discussion about the proposals.

This is a summary of our team’s proposals on March 3:

- A better process for investigatory interviews
- Nurses will be informed of their right to have ONA representation at an investigatory interview
- Nurses under investigation will be notified of the status of their investigation within 14 days
- Just cause and progressive discipline spelled out
- Coaching is non-disciplinary, but contents of the coaching can be grieved
- Nurses can be represented by ONA at any step in the grievance procedure
- Clarification on bargaining unit members
- Expansion on vacation time

Tuality administration agreed to:

- A better system to differentiate between nurses that have the same seniority
- To hire nurses in order of seniority when internal vacancies occur
- Resource RNs being paid for attending staff meetings

Tuality administration also proposed language around leave of absence.

Our next bargaining dates are: March 6, 16, 19, and 20.
Become an ONA Member!

The contract expires March 21.
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.

The union is us! The first step to participate is fill out your membership application! We are stronger in numbers. For this round of negotiations, it’s important that we show the administration that we are fully prepared to fight for our patients. Please contact your bargaining team members and ONA labor representative, Sarahi Soto by email at Soto-Talavera@OregonRN.org.

Our 2020 Bargaining Team

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Cindy Whitaker, RN (TOPS)
Jayesh Palshikar, RN (Med/Surg)

Chris Peterson, RN (ED)
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Andrea Haney, RN (FBU)

Oregon Nurses Make A Difference

RISING UP TOGETHER
ONA 2020 Convention & House of Delegates
May 18-19, 2020 • Portland, OR

The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.
The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.
Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
Registration is open through May 1, 2020.

Register today at www.OregonRN.org