**Virtual Negotiation Session**

On Tuesday, April 14, our ONA/Tuality Community Hospital (TCH) bargaining team joined TCH administration in a virtual negotiation session.

Since our last session in March 2020, both parties came to two agreements for Coronavirus (COVID-19) safety and an interim process for Geri Psych nurses to use the grievance process for any disciplines issued on or after March 19, 2020. The session started with an appreciation for all the work staff is doing and was followed by an update from Lori James-Nielsen, TCH’s President, about TCH’s recent substantial loss in revenue as we continue negotiation sessions during the COVID-19 pandemic. The day’s session ended with three tentative agreements: Article 6, Article 10, and Article 11. Overall, we had a productive session and have three scheduled sessions coming up: April 23, April 24 and April 28.

**Union Victory!**

We shared everyone’s frustrations about TCH’s intention to dissolve extended illness hours (EIH) banks and we were heard! TCH made a major improvement to their EIH/Short-Term Disability proposal. They came back and removed language around EIH banks dissolving; nurses with accrued EIH will not lose their accruals. We have not agreed to their proposal and want to continue the conversation.

**Tentative Agreements (TAs)**

The TAs include:

- **Article 6:**
  - Spelled out process for investigatory interviews and disciplinary procedures
  - Defined progressive discipline
  - All disciplinary actions will be recorded in writing and will not be considered for progressive discipline after two (2) years except for more serious discipline
  - Clarification around coaching being non-disciplinary

- **Article 10**
  - Release time and pay to attend new employee orientations
  - Release time for legislative activities

- **Article 11:** Clarified our protected speech
Petition to Governor Brown to Stand with Health Care Workers

Oregon nurses and frontline health care workers are risking their lives everyday to save patients during the COVID-19 pandemic. Yet, far too many of our hospitals and facilities are not protecting us.

For more than a month, frontline Oregon health care workers and their unions have fought 24/7 for the minimum of COVID-19 protections. However, the vast majority of hospitals, clinics, and health care facilities in Oregon have refused to agree to emergency COVID-19 protections for health care workers. After our courageous health care workers helped flatten the curve to delay Oregon’s surge, it is critical that employers treat their workers with the respect and dignity they deserve and do everything in their power to protect nurses, first responders and all essential workers.

That's why we're asking Governor Kate Brown to insist that health care employers come to the table with their workers and get COVID-19 protections in place before the lives of Oregon health care providers are lost.

Stand with frontline health care workers in Oregon.

SIGN THE PETITION

Sign the petition to urge Governor Brown to intervene in this extraordinary public health and workers’ rights emergency.

COVID-19 and Nursing Frequently Asked Questions

To help nurses and health care workers navigate the COVID-19 crisis, ONA has compiled a frequently asked questions document. Please check the FAQ to find the answers you need.

Click here to view the ONA COVID-19 Frequently Asked Questions document or visit www.OregonRN.org/coronavirus

Declining an Unsafe Assignment

ONA has issued guidance to our members on declining unsafe assignments for COVID-19 patients when lack of PPE, safe staffing levels, or breakdown of triage protocols put your health at risk.

Visit www.oregonrn.org/declining-unsafe-assignments to learn more.

Click here to sign the petition or visit www.OregonRN.org/Petition