Jan. 31, 2020

ONA/UCBH
Executive Committee

CHAIRPERSON:
Sarah Mittelman, RN
PES

VICE-CHAIR:
Christine Allen, RN
Unit 5

SECRETARY/TREASURER:
Rebecca Brunk, RN
UNIT 1W

GRIEVANCE CHAIR:
Kristen Sharp, RN
Unit 2

MEMBERSHIP CHAIR:
Tracie Henry, RN
Unit 6/Adolescents

UNITY STAFFING CHAIR:
Sherrie Neff, RN
Unit 5

UNITY BARGAINING TEAM:
Haley Choi, RN
Unit 1W

Amer Filipovic, RN
Unit 1W

ONA LABOR REPRESENTATIVE:
Aaron Giesa
Giesa@OregonRN.org

Our Proposals to Prevent Workplace Violence and Strengthen Nurses’ Voices

Today, we met with Unity management for our third bargaining session. We shared what we believe are reasonable proposals to provide nurses with basic workplace protections and measures to strengthen the voice of nurses at Unity Center for Behavioral Health (UCBH):

Workplace Violence Prevention:
We proposed a standing committee, populated by frontline nurses and management, tasked with addressing workplace violence and the creation of a comprehensive workplace violence prevention program.

Holidays:
We proposed an equitable rotation of holidays and an increase in the number of recognized holidays.

Overtime and Weekend Pay:
We proposed that overtime should be earned on all hours of work beyond the regularly weekly scheduled shift and the creation of a weekend differential.

A Professional Nursing Care Committee (PNCC):
This committee, unlike other Unity committees where nurses don’t control the agenda and don’t have a real voice, gives us the opportunity to raise nursing practice and staffing concerns to the highest level of Unity administration and attempt to work together with management to resolve them. This committee is also a place where we can ensure staffing issues are tracked across our facility. Nurses on unit will have the right to elect representatives to our PNCC.

Protections Against Reductions In Our Hours and Pay:
We proposed language that would limit the amount of low census we would be required to take and that ensures reductions in our hours are distributed equitably. We also proposed a fair and transparent process for determining which nurses are subject to low census.

Staffing improvements:
We proposed the elimination of the “buddy-break” system and the right to bring staffing concerns to management through our PNCC.

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ONA/UCBH TEAM MEET ‘N GREET

On Wednesday, Feb. 12, 2020, bargaining team members will be in the UCBH cafeteria (across from the coffee cart) to share our proposals, information, and stories from the bargaining table. Coffee and snacks will be provided. Come visit us! We want to hear your feedback!

Wednesday, Feb. 12, 3 – 5 p.m. and 10:30 p.m. – 12:30 a.m.

WE LOVE OUR BARGAINING TEAM!
ONa’s Proposals to Prevent Workplace Violence and Strengthen Nurses’ Voices (continued from page 1)

Professional Development and Education: We proposed improvements to our annual review process, including language that makes it clear that our annual review should be kept entirely separate from Unity’s disciplinary process. We also proposed improvements to our education benefits.

Meal and Rest Periods: We are proposing that the meal and rest periods we are entitled to under Oregon law are included in our contract, which gives us the ability to address violations of our rights through our grievance procedure.

Transfer Opportunities: We proposed that members of our bargaining unit should have the opportunity to transfer into open positions according to seniority before management can hire from the outside.

Layoff Protections: In the event that Unity management ever decides to layoff or downsize nurses, we proposed a transparent process to determine the order of those layoffs, and the right of laid-off nurses to return to Unity when positions are re-opened.

UPDATED BARGAINING SCHEDULE

Bargaining sessions are open for all nurses to attend. Are you able to make one of these dates? Please let a bargaining team member know when you’ll be stopping by! (Unless indicated, session locations are TBD)

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Wednesday, Feb. 5</td>
<td>9 a.m. – 12 p.m.</td>
<td>Legacy Emanuel Hospital, Rm. 1027</td>
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<td>Wednesday, Feb. 26</td>
<td>10 a.m. – 4 p.m.</td>
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<td>Wednesday, Mar. 4</td>
<td>10 a.m. – 4 p.m.</td>
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<td>Thursday, Apr. 2</td>
<td>11 a.m. – 4 p.m.</td>
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<td>Thursday, Apr. 9</td>
<td>10:30 a.m. – 4 p.m.</td>
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<td>Tuesday, Apr. 14</td>
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<td>Tuesday, Apr. 21</td>
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<td>Wednesday, Apr. 29</td>
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NURSE LEADERS STAND WITH US!

Nurse union leaders from across the country, including Lynda Pond (ONA President) and Kevyn Paul (ONA Labor Cabinet Chair,) gathered in Portland this week and stand in solidarity with Unity nurses.