Your Oregon Nurses Association (ONA) Unity bargaining team met with Unity Center for Behavioral Health (UCBH) management on Feb. 5 and gave them all our initial proposals that will form our ONA union contract.

During this bargaining session we started the talks around compensation for nurses, providing management with reasonable and fair proposals that are consistent with the area labor market and keep our Unity nurses up with the rising cost of living.

We proposed a wage grid that honors the years of experience and guarantees nurses move up in pay the longer they stay working at Unity. This eliminates favoritism, increases transparency, decreases turnover and gives nurses a sense of security that comes from knowing we can count on raises in the years ahead. We also made it clear to Unity management that we will not accept that any nurse would go backwards financially during this contract.

In first year of our contract, the goal is to move everyone onto the appropriate placement on this wage grid. In the next two years, we are proposing a four percent across-the-board increase each year, in addition to the step increases that would come from years of experience.

We also asked management to cover weekends for our earned vacation. Management said that this is not necessary since we self-schedule. We also brought to their attention the 97 percent attendance policy that is inequitable to part-time nurses.

We know there is an inconsistence practice of counting additional shifts toward your attendance calculation. We believe they should consider total hours worked, not only scheduled hours. This practice varies unit by unit and some nurses are receiving disciplinary action.

Nothing that we are proposing is beyond what nurses at other ONA facilities have been able to accomplish through collective bargaining. We are expecting a response from management when we meet on Feb. 26 (location TBD). Then, we will ask you for feedback on how to respond to management's proposals.

We have proposed to meet at Unity or nearby, details to come soon. We hope that they see how reasonable our proposals have been and that we can start coming to agreements about articles in our contract.
ONA/UCBH TEAM MEET ‘N GREET

On Wednesday, Feb. 12, 2020, members of our bargaining team will be in the lobby area near the café to share stories from the bargaining table, answer your questions about bargaining, and share snacks and coffee. Please join us and come learn more about the contract action team!

Come visit us! We want to hear your feedback!

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

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

Wed., Feb. 26, Noon – 4 p.m.
Wed., Mar. 4, 10 a.m. – 4 p.m.
Thurs., April 2, 11 a.m. – 4 p.m.
Thurs., April 9, 10:30 a.m. – 4 p.m.
Tues., April 14, 10 a.m. – 4 p.m.
Tues., April 21, 10 a.m. – 4 p.m.
Wed., April 29, 10 a.m. – 4 p.m.

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.

Registation is open and will close May 1, 2020.

Nurses at Unity can register for free, sponsored by Constituent Association 1, as a welcome to ONA!
A special discount code has been generated for Unity nurses to use when completing registration.

Use the code 2020RegUnity to register for free!

www.OregonRN.org/event/2020Convention