Your ONA/Legacy bargaining team offered management proposals related to which nurses are part of our union, union dues, access to our Oregon Nurses Association (ONA) staff representatives and information about our union, non-discrimination, discipline, as well as a grievance process. While we are making progress on a few issues, Legacy is still not responding to our central concerns: addressing workplace violence, an actual just culture, ensuring that the voice of the frontline nurse is a part of decisions.

We are still in the early stages of bargaining and we are going back and forth on a contract that will likely contain more than 20 articles when we’re done with it. Legacy continues to insist that we don’t deserve the same standards that every other ONA nurse in Portland enjoys. Legacy always tells us that Unity is specialized and different.

The table below summarizes a few of the differences between Legacy’s proposals and our proposals. If you have any questions about these proposals, what’s happening in bargaining, or to offer feedback, please contact a member of our bargaining team.

<table>
<thead>
<tr>
<th><strong>ONA Bargaining team position</strong></th>
<th><strong>Legacy’s position</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Union Recognition</strong></td>
<td>All Unity nurses are part of our union, including Float Pool Nurses who regularly float to Unity, House Supervisors, Clinical Nurse Educators and Utilization Review Nurses.</td>
</tr>
<tr>
<td><strong>Workplace Violence Prevention</strong></td>
<td>Establish a committee (with a front-line nurse co-chair) made up of nurses, security and management representatives that develops a Comprehensive Workplace Violence Prevention Program.</td>
</tr>
<tr>
<td><strong>Union dues</strong></td>
<td>Everyone contributes to the health of our union by paying dues, and everyone receives the benefits of our union contract.</td>
</tr>
<tr>
<td><strong>Discipline</strong></td>
<td>Discipline can be for “Just Cause” only (Just Cause means that in order to discipline, there should be proof, the rule should be fair and equally applied to all employees, the nurse should be warned in advance, the investigation should be fair and objective, etc.)</td>
</tr>
<tr>
<td><strong>Grievance Process</strong></td>
<td>We are getting closer on this topic, though we still have some disagreements. We agree that there should be binding, third-party arbitration to resolve disputes about our contract.</td>
</tr>
</tbody>
</table>
ONA Nurses Meet with Multnomah County Commissioners

On March 5, nurses from Multnomah County and Unity Center for Behavioral Health had the opportunity to meet with Multnomah County Commissioners Jessica Vega-Pederson, Sharon Meiran and Lori Stegman. The commissioners, all of whom are seeking reelection, shared their priorities for the coming term, which included things like improving access to early childhood education, criminal justice reform, and tackling the county’s mental health crisis.

We were able to talk with them about our experiences working for Unity, and about the deep concerns we have about the lack of frontline nurses’ voice in the Unity’s decision-making process.

Primary elections for Multnomah County Commissioners are coming up in May of this year. Stay tuned for information about ONA endorsements in these races.

Portland Jobs with Justice Faith Labor Breakfast

On Feb. 18, Unity ONA nurses had the opportunity to talk about our campaign for justice at Unity with close to 200 faith leaders and union leaders from across the Portland area.

The Faith Labor Breakfast was put on by Portland Jobs with Justice, a coalition of more than 100 labor organizations and community groups.

RISING UP TOGETHER

Register before May 1, 2020

Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.

Nurses at Unity can register for free due to sponsorship of both ONA Portland Providence nurses and ONA Multnomah County nurses. Cost is typically $250.

Use the code 2020RegUnity to register for free!

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

May 18 - CE Opportunities:

- Keynote: Healthcare Equity
  - Presenters: Tina Truong, MS, RN, CCCTM; Ximena Levander; Drew Grabham

- Supporting Individuals Experiencing Homelessness
  - Presenters: Brittani Ballou, RN

- Caring for the Queer Community
  - Presenter: Isabelle Soulé, PhD, RN National Association of Hispanic Nurses - Oregon

- Developing Cultural Humility
  - Presenter: Isabelle Soulé, PhD, RN National Association of Hispanic Nurses - Oregon

www.OregonRN.org/event/2020Convention