Summary of Jan. 5 Negotiations

Management Refuses to Recognize MLK Day as Holiday; Tells RNs They “Want to Have their Cake and Eat it Too” over Earned Benefit Time

Our session on Jan. 5 started seeking clarification from CNO Kari Howard on Unity Center’s handling of COVID safety for nurses. At our last bargaining session, nurses asked management the rationale behind their return to work protocols for RNs that test positive for COVID, as well as those who test negative but exhibit symptoms.

Management communicated to our bargaining team the following:

- Management claims Legacy Health is using CDC and OSHA guidelines as inputs for their return to work algorithm; however, they say it is a tough judgement call for Legacy over whether they should order nurses return to work who are still showing symptoms.

Management submitted their counterproposal on Article 8 (Hours Worked). They are still refusing to move on language that would allow nurses to combine their meal and 15-minute rest breaks. Their rationale is that support staff on the unit prevent them from agreeing to this.

Our team remains frustrated because we know nurses can coordinate combined meal and rest breaks, support staff do not factor into that. Moreover, our team does not buy management’s line that nurses can’t stack their breaks due to support staff’s collective bargaining agreements.

We disheartened that management is trying to pit nurses and support staff against each other.

Thereafter, management’s counterproposal went into weekend schedules and use of earned vacation time. Management continues to insist RNs personally find coverage for vacation that falls on their weekend shift, even when they submit vacation request six months or more in advance.

Our bargaining team expressed concern over management’s position on our earned benefit time, to which their lawyer exclaimed “you nurses want to have your cake and eat it too!”

Needless to say, your bargaining team does not believe requesting staffing and scheduling coordinate our vacation requests is asking for too much.

We circled back with management over their refusal to recognize Martin Luther King Jr Day in our contract as a holiday. Management stated they still do not have a counter proposal but will possibly include it in their economic proposal later this month. Our team is dismayed that after Legacy’s commitment to racial equality that they would drag their feet on recognizing such an important holiday. What’s more, we remain frustrated that we’ve

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bargaining almost a year, and management has yet to submit any economic proposals.

Due to all this, it is important nurses continue to get involved in our contract campaign so that our bargaining team has the power to secure a strong contract for our patients and our profession. Our team is asking every Unity nurse to attend tomorrow’s all nurse meetings. Next meeting will be taking place today at 8 p.m. over Zoom. The link to attend is here: bit.ly/Unity-RN-010621

Don’t Forget!

ONA/UCBH Membership Meeting
Jan. 6, 2021 - 8 p.m. Click here to join the call on Zoom or scan the QR code with your smart phone.
Meeting ID:
465 074 0622
Passcode: ONA123

NEXT BARGAINING SESSION
JAN. 21.

ONA Nurse Leadership Institute - Build Your Leadership Skills

Are you interested in taking your career to the next level? Apply today for the Oregon Nurses Association’s Nurse Leadership Institute (NLI). This free, year-long program is designed to help you improve your leadership and communication skills. Join a dynamic group of people who want to make positive change in health care through politics, practice and labor. In 2021, the NLI will focus on equity in nursing and health care during a series of monthly classes, a group project and a mentorship opportunity.

Space is limited. The deadline to apply is Jan. 31, 2021. Learn more at:

www.OregonRN.org/NLI

Solidarity T-Shirt Tuesdays

We are wearing our ONA shirts every Tuesday until Legacy agrees to a fair contract!

Pick up an ONA t-shirt from your contract action team (CAT) member or bargaining team member.