Yesterday in bargaining we discussed issues around empowering nurse voice, certifications eligible for bonus, voluntary vs. mandatory meetings, and recent changes to charge nurses’ ability to staff callouts.

COMMITTEES

Management made a counter proposal on Article 17. Management’s resistance to the creation of a Labor Management Committee (LMC) is patronizing at best. LMCs are standard practice in union contracts and are usually valued by both workers and management as a tool to resolve issues between bargaining cycles, like how to handle emergency weather situations or new legislation that impacts our work. While nurses have been demanding a seat at the table and a real voice in decision-making at all levels, management expressed a concern that adding an additional committee would stretch nurses too thin.

This is yet another example of Unity attempting to limit nurses’ voice and power in decision-making with a patronizing twist of concern for nurses’ time and energy. If management was genuinely concerned about nurses, they would agree to provide structures that empower them to have a voice in addressing workplace issues in a collaborative venue as they arise in real-time.

PROFESSIONAL DEVELOPMENT

Our team made a counter proposal to management on Article 16 that included:

- Mandatory trainings, in-services, and meetings must be compensable
- Certification pay bonus of no less than $2000 per year for full-time nurses
- Broadened list of certifications that are eligible for bonus
- Tuition reimbursement would include DNP and PhD

Management’s response was to hold firm that they’ll only agree to follow their own policy and want to keep the ability to change whatever they want, whenever they want when it comes to amounts of professional development funds and process.

Similarly, certifications eligible for a bonus would be up to the CNO’s discretion on which are offered year to year. We want to know what additional certifications would be important to you to see in our contract, please get in touch with a bargaining team member and let us know!

UNILATERAL CHANGE TO CHARGE RN ROLL IN STAFFING CALL-OUTS

Our team is clear: at the last bargaining session management agreed to restore the power of charge nurses to communicate with the staffing office to fill call-in scheduling holes.

At bargaining yesterday management tried to back-pedal and said the agreement was to have a meeting that involved charge nurses to discuss the matter.

continued on page 2
Bargaining Continues (from page 1)

We are committed to holding management to their original agreement to fix this change and will meet with management to discuss implementation.

VOLUNTARY AND MANDATORY MEETINGS

Our team made a counter proposal on Article 8 as it relates to clarifying these meetings:

- Department meetings are voluntary, and nurses will be notified in advance and will get paid
- If a nurse could be disciplined for non-attendance of a meeting, that meeting is considered mandatory and would be paid like normal

TAKE ACTION NOW

After another day of very little movement from management on both basic issues that are standard in many union contracts and issues that have been identified as priorities by you all, our team is calling on all nurses to stand together in demanding a fair contract now.

We demonstrate our commitment to our patients, our community, and our profession every day. We are committed and unified to achieving standards in our collective bargaining contract that ensures a safe environment for patients and staff, gains a real voice in decision making, secures fair representation for nurses, and provides for trauma informed patient centered care. After a year of negotiations, it’s time for Unity to bargain in good faith to achieve the same.

Sign your Informational Picket Pledge now to show Unity we’re united and are willing to take action if needed to get what nurses and patients need. Talk to a bargaining team member to sign your pledge.

Fight For A Fair Contract Shared At Jobs With Justice Faith & Labor Breakfast

Our bargaining unit Chair Sarah Mittelman shared our fight for safety and a real voice for nurses a year ago when we started bargaining and she came back again this week.

Jobs with Justice Faith and Labor group is a coalition of unions and faith organizations that work together to support workers’ rights in Portland.

Last year they signed a letter to Unity management supporting our campaign and at the event on Tuesday, Feb. 16 they committed to join our informational picket if we call for one. Check out Sarah’s video address at the event click here!

Or go to: https://youtu.be/dJdC2JvGXV0

Virtual Nurse Lobby Week


Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

Learn more and register for Nurse Lobby Week at: www.OregonRN.org

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care
INFORMATIONAL PICKET FAQS:

- **What is an informational picket?** Picketing is a demonstration in which workers congregate outside a place of employment to bring public awareness to nurse issues. It is not a strike.

- **Why informational picket?** Nurses will have to show up and demonstrate how much they care about their issues for management to take nurses seriously and to inform the community about what we are trying to achieve in negotiations. Picketing may either cause management to give us a better deal, or at the very least get them back to the table to negotiate.

- **When will we do an informational picket?** We don’t know yet. Our bargaining team will decide if an informational picket is necessary if Unity continues to refuse to do the right thing for nurses and patients. We will provide the hospital with 10 days’ notice prior to doing an informational picket.

- **What does a successful picket look like?** As with all collective actions we take together, the more of us that participate the more successful we will be. A successful informational picket requires at least a supermajority of us participating. You and your co-workers will need to ask your fellow nurses to show up to the picket.

- **Can I get in trouble for joining the picket line?** You are protected by labor law to take collective action with your coworkers — as a union we all have each other’s backs.

- **Can I just join the information picket when it happens without signing a pledge card?** Getting a good contract depends on our ability to prove to our employer and ourselves that we have the numbers to pull this off if it becomes necessary, we’ll only call for a picket if we can count on folks committing to participate.

- **Is it a good idea to hold a gathering like this during Covid-19?** As frontline nurses, our union is committed to upholding COVID safety precautions during this action to maintain everyone’s safety — masks and social distancing will be required. We are confident that we can maintain safety measures while making our voices heard on these important issues.

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<tr>
<th>ISSUE</th>
<th>UNITY NURSES</th>
<th>LEGACY RESPONSE</th>
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<tr>
<td>STAFFING</td>
<td>• Accountability and a strong nurse voice in the PNCC and unit-based Clinical Practice Councils. Ensure guaranteed mechanisms for nurse voice in committees is in the contract so Unity can be held accountable to those standards.</td>
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<td>PROFESSIONAL DEVELOPMENT</td>
<td>• Fair and defined amounts for a professional development fund, nurse say in types of professional development offerings, and a transparent process.</td>
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<td>• Required education modules completed outside patient care time and paid.</td>
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<td>HOURS OF WORK</td>
<td>• All nurses scheduled to work every third weekend (even Unit 6) and all nurses can use APL on some weekends without having to find our own coverage.</td>
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<td>• Give nurses option to combine meals and breaks.</td>
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<td>• No late starts for regular pre-scheduled shifts.</td>
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<td>• Non-attendance at department meetings can’t be used negatively in performance evaluations.</td>
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<td>• Nurses can no longer be disciplined for using APL under Legacy’s absence control policy.</td>
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<td>COMPENSATION</td>
<td>• Increased differentials and create a float differential.</td>
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<td>• 4% across the board annual raises.</td>
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<td>HEALTH AND WELFARE / RETIREMENT</td>
<td>• All employees are offered the same benefits. Prevent changes to amount of APL we earn, the cost of health insurance, and retirement contributions during the term of the contract.</td>
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<td>NO LOSS OR REDUCTION OF BENEFITS OR CONDITIONS</td>
<td>• Unity cannot unilaterally end or reduce a condition or benefit just because it is not explicit in the union contract. Unity must negotiate any proposed changes with our union.</td>
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<td>MERGER / SALE / TRANSFER PROTECTIONS</td>
<td>• 180-day notice and recommendation of re-hire of all nurses.</td>
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<td>HOLIDAYS</td>
<td>• MLK Day recognized as an official holiday.</td>
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NO, Unity could change benefits whenever they want without bargaining with our union.

NO, Unity could terminate or change any benefits or terms of employment not explicitly defined in our collective bargaining agreement without bargaining with our union.
Save the Date: ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.

Hold Unity Accountable: Report Unsafe Staffing

Unity's staffing practices continue to put nurses and patients at risk. We are coming together to report and document every unsafe shift so we can shine a light in the community on what's really happening.

Any time staffing is unsafe or inadequate, complete a Staffing Request and Documentation Form (SRDF), particularly when nurse safety and patient care are being affected.

Click here to complete an SRDF or scan our QR code with your phone.