Our bargaining team had its first mediation session today with Darrell Clark from the Federal Mediation and Conciliation Services. The day started with a brief orientation to the process and structure of mediation.

Our team and management’s team exchanged several proposals on Article 3 – Definitions. We made good progress in moving toward common ground on some issues:

- On-call nurses to have a minimum requirement of 36 shifts per year (3 shifts per month, 8 weekend shifts, and one holiday)
- Standby response time moved from 30 to 45 minutes
- Preceptors don’t have to have completed the training program to be a preceptor
- Preceptor differential to include precepting RN transfers from other units within Unity, plus training for charge, relief charge, and triage

We continue to have disagreement on RN Residents’ shifts being assigned after orientation vs. going through the normal bidding process and preceptor status to include students. Our team believes that precepting a student is no different (if not more involved) than a new nurse and should be accommodated by pay or reduced patient load / additional support. Management continues to refuse to hear nurses’ experience on the floor about the challenges and added workload of precepting students.

We also discussed Article 17 – Committees. Our team continues to advocate for strong and enforceable language that empowers the Professional Nursing Care Committee to have a voice in workplace violence prevention and staffing issues.

After our successful Day of Action earlier this month, we are seeing management move towards us more than they have in months. It’s critical we keep up the momentum and continue to show Unity we stand together.

WE ARE CALLING ON ALL NURSES who can make it, to come out to our membership meetings on Tuesday, April 27 to get updated on the mediation process and what we all need to do together to get a good contract for us and our patients.

Please let us know here or go to http://bit.ly/Unity21427 and sign-up.

Indicate if you’re coming to the 7:45 a.m. or 7:45 p.m. meeting time (please note change in time for evening meeting). Location is at Aquinas Hall (two blocks from Unity at 340 NE Clackamas St.).
Show Management We’re Not Backing Down On Safety

Take action now: show your car window solidarity decal with pride!

We need to keep showing administration that we’re willing to stand up and stand together on our key issues of staffing and safety.

Let’s show them a sea of employee cars with these messages on them when they look out of their office window. Get yours at the membership meeting next week or contact a bargaining team member!

Bargaining Unit Leadership Conference, June 25

This year’s Bargaining Unit Leadership Conference will look at the concept of Bargaining for the Common Good (BCG), how it impacts bargaining in health care, how it impacts our communities we care for, and how ONA might utilize these concepts to further our commitment to diversity, equity and inclusion (DEI) in the future.

Bargaining for the Common Good 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, social justice advocates 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.

Join us virtually for ONA’s 2021 Bargaining Unit Leadership Conference, Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Continuing Education

Limited continuing nursing education contact hours will be available.

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

Registration is open through May 26. Visit www.oregonrn.org/event/2021BULC to register.