Our Voice at Unity: What’s Next?

WE FORMED OUR UNION. WHAT’S NEXT?
Since we successfully organized and won our union election, we are now able to negotiate our first agreement with Unity. This is called collective bargaining. This agreement will be a legally-binding contract between nurses (through our union, ONA) and Unity. It will cover key aspects of our employment—including wages, benefits, scheduling, and working conditions.

WHO IS ON OUR ONA EXECUTIVE/NEGOTIATIONS TEAM?
Chairperson: Sarah Mittelman (PES)
Vice-Chair: Christine Allen (Unit 5)
Secretary/Treasurer: Rebecca Brunk (Unit 1W)
Grievance Chair: Kristen Sharp (Unit 2)
Membership Chair: Tracie Henry (Unit 6)
Unity Staffing Chair: Sherrie Neff (Unit 1E)

WE ELECTED OUR TEAM. WHAT WILL THEY DO?
This month, we democratically elected our co-workers to represent us and to negotiate our contract. This team will ask us to identify our priorities and use those to create proposals to present to Unity management. Once they reach a tentative agreement, our ONA team will ask us to vote on the new contract.

WHAT DO WE NEED TO DO?
Our ONA negotiating team will make sound arguments about our priorities, but that won’t be enough to win an agreement that nurses and our patients deserve. All of us need to pitch in. When we show that we are unified, we can make real change and win a strong contract. Here are ways we can demonstrate our solidarity and support for our team and for each other:

- Wear buttons
- Sign petitions
- Public and community outreach—outside of work hours, we speak with community organizations, carry informational signs, and speak with elected officials.

(A strike is a method of last resort. We vote on this after we’ve tried everything else to reach agreement.)

STEPS TO COLLECTIVE BARGAINING

AUGUST
We elect and support our ONA team

SEPTEMBER
Our team receives a four-hour bargaining training

OCTOBER
Our team asks for our priorities

NOVEMBER
Our team writes proposals based on our priorities

Our team and Unity present proposals to one another

We reach tentative agreements on proposals

We vote to approve our new contract

New contract takes effect

WE PARTICIPATE IN SUPPORTIVE ACTIVITIES
ONA Leadership Congress and Staffing Policy Assembly (SPA)
Oct. 3 & 4, 2019 - Springfield

Leadership Congress
Thursday, Oct. 3

Time: 1-5:30 p.m.
Location: Hilton Garden Inn, Springfield

The 2019 ONA Leadership Congress will provide all current and incoming nurse leaders an opportunity to give feedback on what it means to be a leader in ONA and help inform what leadership will look like in the future. There will also be discussions about potential ONA bylaws changes and resolutions that may be brought to the ONA House of Delegates.

Staffing Policy Assembly
Friday, Oct. 4

Time: 9 a.m. - 5 p.m.
Location: Hilton Garden Inn, Springfield

Join ONA for a SPA day! The ONA Staffing Policy Assembly (SPA) is an opportunity for ONA members to discuss staffing issues and guide the organization in determining next steps in the fight for improved staffing. Some goals for the SPA are to determine ways to improve regulation of the current Oregon Hospital Nurse Staffing Law and establish priorities for legislation going into future legislative sessions.

ONA members are invited to attend these events for FREE! You can attend both days or attend the day you think is most valuable to you. When registering, please let us know which days you plan to attend. Learn more and register today at OregonRN.org.

Participants of the Staffing Policy Assembly will be able to earn 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.

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