### Fruitful Negotiations

Our team met Willamette Valley Medical Center (WVMC) management at the bargaining table this week for another fruitful negotiation session on the road to our first contract.

The discussion revolved around how jobs will be posted both internally and externally and continue to advocate for more transparency in this process. Other discussions involved definitions of job categories (part-time, full-time, PRN), weekend scheduling, performance evaluations and extending our COVID-19 memorandum of understanding (MOU).

We are happy to announce that we have come to our second tentative agreement (TA) regarding performance evaluations. A TA is when our bargaining team agrees to language on a topic with management. The goal is to get TA on individual articles until we have an entire contract of TA’s. At that point, the bargaining unit (our nurses) will vote to ratify or reject that TA’d contract. If the vote passes, the contract is ratified and effective immediately, if the vote fails, the bargaining team will have to go back to the table and push management further on whichever topics are still not satisfactory to our nurses. In this way, we all have a voice.

One road block our team is struggling with is that management is not agreeing to capture current working conditions or language that reflects WVMC policies. When asked about this, the response was essentially that a policy can be broken, whereas a contractual agreement cannot be, so management can’t agree to their own policies because they were written in order to be side-stepped when necessary. This is a very concerning position for management to take and only echoes loudly why it is essential for us to be in this fight, ensuring we have a voice and the law on our side.

Next negotiations will be August 13 and 14 via Zoom.

If you have any questions, please don’t hesitate to reach out to your CAT and bargaining team members.

---

### ONA Solidarity!

We are planning T-shirt days as an act of solidarity with our bargaining team! Please contact your local CAT or bargaining team members with your size (you can also message us on Facebook) so we can get everyone a t-shirt ASAP!

T-shirts come in a range of sizes: small to 3-extra-large.
ONA Legislative Issues Member Survey

We invite all members to participate in ONA's legislative issues survey. The survey questions have emerged through a collaborative effort between members and staff and are focused on issues that advance nursing practice, health equity, and workplace safety.

This work was a direct result of the ONA Post-COVID-19 Legislative Planning Series, utilizing member experiences and feedback to move forward in developing a legislative agenda. To ensure we have as many voices represented as possible, the group decided to solicit feedback from all membership through this survey.

Your input helps ONA Government Relations staff and the Cabinet on Health Policy finalize an agenda that ONA will prioritize during the 2021 State Legislative Session.

Participants will be eligible to receive an ONA-branded facemask so you can show your nurse pride and promote public health while out in public.

To complete the survey, visit:

www.OregonRN.org/Planning

ONA COVID-19 Resource Center

Throughout the COVID-19 pandemic, ONA is dedicated to keeping nurses and our communities safe. One key aspect of this work is providing up-to-date information and guidelines related to COVID-19.

Declining an Unsafe Assignment

ONA has issued guidance to our members on declining unsafe assignments for COVID-19 patients when lack of PPE, safe staffing levels, or breakdown of triage protocols put your health at risk.

Share Your COVID-19 Stories

We invite everyone to share your stories about how COVID-19 has impacted your practice, your workplace and your life. Your stories will help educate officials, elected leaders, the media, and the general public about what is really happening in our health care system.

Share your stories today to help in the advocacy efforts as we push for safer conditions for nurses, health care workers and patients!

To learn more about all of these issues and to stay up to date on the work being done and to take the COVID-19 Workplace survey, visit:

www.OregonRN.org/coronavirus