### Nurse Delegation Demands

**Management Increase Staffing**

One year ago, we filed to form a union. Today, we are still trying to reach a first contract while enduring unsafe staffing conditions.

Practicing social distancing and masking up, a small delegation of our nurses made their way to the office of Lori Bergen, CEO, on Monday. They handed over a list of 109 nurses who pledged not to take an unsafe patient load so we could ensure the safety of all staff and patients. Nurses also demanded that management be willing to truly negotiate at the bargaining table.

Last year on the same day, we delivered a petition to our CEO with 101 signatures informing him that we were filing authorization cards with the National Labor Relations Board (NLRB) to hold a vote to form a union.

After a resounding yes vote in December 2019, today, our reasons for forming a union remain the same:

- To provide quality patient care with enough support and appropriate tools and technology to focus on safety for everyone;
- To ensure that all staff nurses are represented, treated fairly, and have access to due process;
- To allow nurse input in decision-making that fosters transparency and effects delivery of care and working conditions.

We will continue to put pressure on management to protect our patients until we feel we have safe staffing and a contract that ensures these safety measures are guaranteed.

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### Bargaining Updates

Negotiations this last week between the ONA/Willamette Valley Medical Center (WVMC) bargaining team and hospital management yielded not only some progress on various topics, but also resulted in a tentative agreement moving us closer to a contract. Here are some of the topics that were discussed on Nov. 23 and 24:

- Employee status and definitions
- Association business
- Corrective action
- Seniority/reduction in force/layoff
- Floating

**New Tentative Agreements:**

- Job postings and vacancy selections

Overall, the ONA/WVMC bargaining team has made efforts to foster a collaborative relationship with management and move them on all of these topics.
Bargaining Updates (continued from page 1)

Hospital management has slowly made movement, but in our opinion, their movement has not been significant.

This was especially evident in management’s proposal on corrective action. We are clearly approaching this issue from two very different perspectives, specifically relating to Weingarten Rights, which is the right that allows a worker to have union representation present at an investigatory meeting. Management has articulated that they feel there is a lot of nuance to this topic and would not guarantee nurses a right to invoke their Weingarten Rights in every situation involving an investigation. Your ONA/WVMC bargaining team is fighting to ensure all nurses have the right to invoke their Weingarten Rights when necessary, and not let management carve out certain situations where that right is waived.

In addition, your ONA/WVMC bargaining team has made it clear to management that their inability to recruit and retain nurses is a significant problem and that we expect to address in this in the contract through improved working conditions and a fair wage and benefits package.

Finally, we have proposed new provisions to our standing COVID-19 Memorandum of Understanding (MOU), which would provide a renewal of COVID-19 sick leave and a more active role in incident command so that we are providing direct input about safety at the hospital.

We still have a great deal of work ahead of us. As always, let us know if you would like to join us at the bargaining table by reaching out to the members of the bargaining team!

Stay strong everyone!

Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org
JOIN THE CAT!

CALLING ALL NURSES IN ICU AND SBHU!

We need a representative to join our Contract Action Team (CAT). The CAT nurse makes sure that their department is informed about what is happening at the bargaining table and engaged in the bargaining process. It’s important we have a CAT member in each department and ICU and SBHU are currently without one.

Email Gemeroy@OregonRN.org to learn more.

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, to learn more and complete your application, visit:

www.OregonRN.org/NLI
Collective Bargaining

Contract Services

Experienced labor staff works with RN teams to negotiate and enforce a negotiated contract that sets workplace terms and benefits on a variety of topics, including wages, overtime, health care, layoffs, and staffing. The contracts ONA nurses have raise the bar for wages, benefits, and other conditions of employment for all nurses. More importantly, the contracts give nurses a voice in the workplace to address patient care and safety. Finally, the contract guarantees job security protections through fair layoff and grievance provisions. Our contracts combined with our staff contract administration support assure these benefits and privileges.

Improved Wages and Benefits

Union RNs, on average, earn thousands of dollars more per year than non-union RNs. This is particularly true in the Pacific Northwest. According to a nationwide salary survey from the Association of periOperative Registered Nurses (a non-union affiliated nursing professional association), union-represented nurses make, on average, $4,000 more per year than non-union nurses.

Workplace Consulting

Experienced in dispute resolution, ONA labor staff offer valuable service to RNs to improve non-contract issues at work. This includes meeting with RNs and managers alike to listen to concerns, facilitate open dialogue, prioritize issues and implement solutions.

Training and Leadership

ONA members have access to a wide range of educational opportunities on labor issues every year. These classes are held at ONA’s convention, at semi-annual leadership forums and on-site at your facility. Leadership opportunities include steward training, grievance management, labor law and collective bargaining/negotiation skills.

Legal Consulting

ONA represented RNs with grievances for unfair terminations or unjust disciplinary matters heard at arbitration are represented by ONA’s legal counsel at no cost to the RN. Moreover, members have the benefit of free limited consultation with attorneys on a number of issues outside the scope of their ONA contract.

Protected Health and Retirement Benefits

ONA represented RNs are protected against employers cutting health and retirement benefits unilaterally. Employers must negotiate with the union regarding these benefits before making any changes.