Your ONA bargaining team met with management this last week and surprisingly we had four proposals from management this last session, these were proposals we received:

WVMC management presented:

- Association Business/Management Rights
- Grievance and Arbitration
- Joint Responsibility
- Letter of Understanding (LOU) - Permanent Charge Nurse

In-Depth Look at Topics

ASSOCIATION BUSINESS/ MANAGEMENT RIGHTS

This proposal gives a breakdown on how union activity is conducted at the hospital and contemplates several issues such as postings on bulletin boards, access of labor representatives and utilization of hospital property to conduct meetings.

Management also packaged its previous management rights proposal from June 2020.

Your bargaining team is being very thoughtful with this particular article of your contract as this article dictates how you and your union are able to interact with one another at the hospital.

GRIEVANCE AND ARBITRATION

This proposal is very important as it breaks down the process of challenging contract violation once we have a full agreement.

These types of grievance processes typically involve multiple steps of escalation, at each step there is an opportunity to resolve the contract violation in question with a different level of management.

For example if at step one there is no resolution of the violation then it would move forward to step two which would be someone one step up the management hierarchy at the hospital.

An important component of this process is arbitration, which when all other levels of the process have been exhausted your union has the opportunity to take the violation to a neutral third-party who will make a ruling on the violation, in most contracts this ruling is final and binding.

JOINT RESPONSIBILITY

This proposal deals with the concept of insured responsibility over patient care between the hospital and your union. Some concepts that are articulated in this most recent proposal reference the nursing practice act, staffing law and staffing plans.

Also included in this section are subsections that deal with RN participation on the hospital’s health and safety committee, offering an Employee Assistance Program to bargaining unit members and changes in technology and how that training will be provided for said technology to nurses.

LETTER OF UNDERSTANDING (LOU) - PERMANENT CHARGE NURSE

Management has proposed a separate letter of understanding on this particular topic, essentially their proposal as it
stands creates what is referred to as a “permanent/designated” charge nurse and a "relief" charge nurse.

The “permanent/designated” charge would be a non-bargaining unit position and would be supervisory in nature - management’s proposal is that nurses will be able to self-select into this position if they desire.

The “relief” charge would continue to operate in the same manner as it currently does, nurses would work in a non-permanent capacity in this role.

Management has also proposed to maintain the current charge differential of $1.50 an hour.

The bargaining team is encouraged to have received several proposals from the employer. However, we remain committed to addressing the following concerns you have raised regarding nurse safety and security against assaults in the parking lots of the hospital, nurses being able to provide safe patient care which the hospital, and is effectively trying to block by not making these issues subject to arbitration.

Your bargaining team will continue to fight for you, stay strong!

Parking Lot Meetings

Join us in the parking lot before/after shift on Monday, April 12!

We will have sustenance and give an update about how bargaining is going and how you can get involved!

We will be there from 6:30 – 8 a.m. and 6:30 – 8 p.m.

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.