**ONA/WVMC Executive Committee**

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Membership Chair: Katie Quinlan (ICU)

Staffing Chair: Rena Langlitz (ED)

Additional Bargaining Team Members:
Liz Ketchum (M/S)
Melissa Hayes (OB)

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**A Failure to Hire**

We met with the employer this week and took the opportunity to express our concern with the high level of anxiety short staffing is causing in the workplace. Of course, this problem is directly linked to the hospital failure to hire and we have clearly declared that WVMC’s poor wages are directly attributable to this problem.

The hospital seems to acknowledge the correlation but apparently the voice of shareholders has remained stronger than the voice of workers. That will continue to change as your voices and your stalwart determination to negotiate a fair contract ultimately produce results that are necessary to move the hospital forward.

We are happy to report we have developed the framework for a nurse practice council (NPC) but continue to assert that direct care nurses should have a greater voice in their units.

We will continue to advocate on your behalf.

Our bargaining team is buoyed by your solidarity and the significant support demonstrated last week at the rally. Almost two hundred of our friends and supporters in the community were on the picket line supporting us and building upon the strong turnout of the nurses. We heard from patient’s families who supported our efforts and offered their help. We will be reaching out to them to discuss some of our future actions.

Thank you again and please take the opportunity to join us at the bargaining table. You are always welcome to provide your input in our caucus and learn more about the bargaining process.

In solidarity!

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**Status of Proposals**

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Your ONA bargaining team met with management this week. These are the proposals we received for the dates of April 28, 2021 and May 5, 2021:

**TA’s REACHED:**
- Nurse Practice Council (NPC)
- Seniority/Reduction in Force/Layoff

**WVMC management presented:**
- Holidays
- Joint Responsibility

**ONA presented:**
- Union Membership and Payroll Deduction
- Holidays
- Per Diem Pay
- Transitional Work

Of particular note this round of bargaining was the two tentative agreements (TA) reached by ONA and the hospital.

The TA reached on the NPC will ensure...
a collaborative approach is taken when problem solving at the hospital – examples include patient care and nursing practice, safety, standards of care, improved patient outcomes etc. Meetings shall be held monthly and have both ONA and management representatives.

The TA reached on Seniority/Reduction in Force/Layoff will ensure that there is a process and protocol when it comes to layoff, recall, transfer, job bidding, etc.

This will help recognize the length of service that a nurse dedicates to being at the hospital and also make sure that our bargaining unit nurses are not displaced by travelers in the event of layoff and are also granted proper return rights.

We are glad to see progress made and are looking forward to more TA’s in the next rounds of bargaining!

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.