Contract negotiations between the Oregon Nurses Association (ONA) and Mercy Medical Center (MMC) began Thursday, April 28.

Sitting at the table representing MMC were: Deb Lightcap, human resources and Debbie Boswell, chief nursing officer (CNO). Mercy has also invited department managers to sit in and observe as able.

Sitting at the table for ONA negotiating team were: Carolyn Starnes, executive team chair, operating room; Trish Hayes, clinical educator; Su Mellor, emergency department; Kathy Hargate, clinical resource and Lori Shott, ONA labor representative. The session began with discussions on ground rules. We agreed, along with other parameters, that observers may attend all bargaining sessions. Dates for future sessions, tentatively through the beginning of June, were set as well. All members are encouraged to attend future sessions. Your engagement in these negotiations is a crucial part of a fair contract settlement.

During the remainder of Thursday’s session, major interests were identified by both sides. ONA presented interests that members identified in the recent pre-negotiation survey, which included:

- Safe nurse staffing;
- Improving language around education fund usage;
- Incentive pay for extra shifts;
- Formalized training programs;
- Mandatory education requirements; and
- Fair market wages.

Mercy Medical Center identified their interests as:

- Creation of a resource pool;
- Start times and core scheduling;
- Minor and major holidays;
- Paid time off language/benefits;
- Low census procedures; and
- Exploring incorporation of patient experience results in a manner that would engage nurses in sharing the facility goals of improving these results.

<table>
<thead>
<tr>
<th>Negotiation Dates: (All meet in Board room unless otherwise specified)</th>
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<tbody>
<tr>
<td>May 12, 1130</td>
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<tr>
<td>May 20, 0900</td>
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<td>May 26, 1200</td>
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<td>June 3, 0830 (in ACR room)</td>
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<td>June 24, 0900</td>
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<td>July 1, 0900</td>
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Congratulations to Amanda Eckard, medical floor night shift, who won the $25 gift card for completing her survey!
By not giving sufficient notice and an opportunity to bargain over changes, Mercy Medical Center recently agreed that they did not follow the collective bargaining agreement when they changed the operating room mandatory call schedule. We recently met with the OR group to discuss possible resolutions and to ask for possible call matrices/templates to be submitted through the end of May. All submissions will be shared between MMC and ONA and then viable options will be put to a vote at a date to later be determined. Submissions can be sent to either shott@oregonrn.org or Debbie Boswell, CNO at MMC.