



Oregon Nurses Association
Bargaining Unit Newsletter

Rogue Regional Medical Center (RRMC) Bargaining Update 7

July 17, 2014



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Negotiation Team

Carol Command, RN
General Medicine
Fred Katz, RN
Heart Center

Rob Campbell, RN
Endoscopy (Endo)

David Baca, RN
Emergency

Tom Espinosa, RN
ICU

Ann Carlson, RN
Post Anesthesia Care Unit (PACU)

Maria Barnes, RN
Surgery

Brenda Johnson, RN
Neonatal Intensive Care Unit (NICU)

Fran Spiker, RN
Maternal Child Services

PNCC Chair
Bella Harrison, RN
Emergency

ONA Labor Relations Representative
Susan Bruce, RN
541-261-8359
bruce@OregonRN.org

Drop-in Meetings to be Scheduled July 23 and 28

In preparation for mediation we will be holding drop-in meetings - times and locations to be determined.

Oregon Nurses Association

18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org



Negotiations Have Resulted in Meaningful Progress at Each Session.

You, the nurses of Rogue Regional Medical Center (Hospital), elected your nurse colleagues to represent you and your priorities for these negotiations.

The priorities were identified in the pre-negotiation survey as:

- * Staffing * Wages * Insurance
- * Scheduling * Differentials

We have negotiated many improvements to the current contract which address these priorities including:

4-week schedules, posted four weeks in advance.

The current Oregon State Staffing Law in the contract.

The creation of unit scheduling committees who will, with consensus of manager and staff, make decisions regarding core staff numbers, earned time off (ETO) guidelines, and float guidelines which must then be approved by a majority vote of

Language that managers will encourage nurses to complete staffing request and documentation forms (SRDF)

Managers will notify unit staff electronically and on a unit bulletin board of vacant positions.

Increased education reimbursement and the ability to roll that money over for one year.

The ability for Code 3B nurses to access their "frozen earned sick time (EST)".

Our last two sessions included all remaining issues as a "package" meaning that all areas within the package are subject to change until the entire package was agreed upon. These areas included insurance premium cap, relief nurses, double-time for missed breaks and lunches, differentials, wages, additional compensation when the shift starts short staffed, the ability to waive advance shift incentive (ASI)/critical need incentive (CNI).

We were very close to an agreement on July 8 when the Hospital team decided they could not propose a counter offer and the session ended. The Hospital provided an opening proposal July 15, which was significantly different than their last proposal July 8.

Based on the differences in that proposal our team agreed that we had no option but to move back to our proposals from the afternoon of July 8. The Hospital made a

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Progress *(continued from page 1)*

counterproposal with minimal movement, and in order to try to reach an agreement, our team made what we considered significant movement. The Hospital responded at 1515 that we were too far apart to reach an agreement without the assistance of a federal mediator and walked away from the table without making a counter-proposal.

Our focus throughout these negotiations has been to ensure we have adequate staff in order to provide the best care for our community. Adequate staff means that assignments are appropriate and follow nationally recognized standards, staff are able to take their

breaks and lunches unencumbered by patient responsibility while ensuring another nurse does not then have a “double” assignment as well as allowing nurses to take their earned vacations.

The Hospital has stated across the table on numerous occasions that ensuring such coverage is provided would be cost prohibitive (4.5 million dollars) and unachievable as there are currently many vacant positions which they have been unable to fill. In the next breath we are told there is no difficulty in recruiting or retaining nurses at RRMC.

Based on the number of text messages we receive on a regular

basis to fill scheduling holes, and the patient assignments we often have, we respectfully disagree.

We know nurses have many opportunities for employment and base those decisions on several factors including; location, wages, benefits, educational opportunities and working conditions. In reviewing our wage, benefit and educational opportunities with that of our colleagues at Sacred Heart River Bend in Eugene, St. Charles in Bend and Providence Portland in Portland we fall behind in some of those areas. We chose those facilities as our comparators based on the size of the facility and services offered.

When we compare wages at those facilities for nurses after 1 year, 7 years, 13 years and 18 years it is clear we are behind.

Facility	After 1 year	After 7 years	After 13 years	After 18 years
RRMC	31.52	39.28	42.17	44.51
St. Charles RN	34.26 (-8%)	40.68 (-3.5%)	44.39 (-5.1%)	47.98 (-7.2%)
St. Charles BSN	35.63 (-11.6%)	42.32 (-7.2%)	46.17 (-8.7%)	49.90 (-10.8%)
Providence Portland	36.01 (-12.5%)	43.02 (-8.7%)	45.51 (-7.3%)	47.73 (-6.8%)
Sacred Heart Currently in negotiations	33.33 (-5.5%)	39.44 (-0.4%)	42.82 (-1.5%)	45.67 (-2.5%)

When we review...

our benefits - we are comparable.

our educational opportunities - we are comparable and proud that RRMC supports opportunities and funding for nursing education and excellence.

our working conditions - we view appropriate staffing as the issue on the forefront of concern.

The hospital has maintained above average financial success for at least five consecutive years. A feat which they take great pride in. We are proud to be a part of making the Hospital a “Top 15 Hospital, 2 years in a row” We know that to maintain this level of excellence we need to be competitive to entice the best and brightest to stay at the Hospital as well as join our team.

In order to meet that goal, we need to include appropriate staffing, competitive wages and outstanding educational

opportunities as the foundation on which nurses will build their careers.

Our next scheduled session is with the federal mediator August 5. Location to be determined.

Observers are not allowed at mediation sessions. In preparation for mediation we will be holding drop-in meetings on July 23 and 28 times and locations to be determined. Your questions can be answered at the drop-in sessions or by your elected ONA negotiation team representatives as well.