Management Makes Little Movement, Does Not Back Up Economic Claims

The Hospital administration has made claims about their finances and inability to pay for contract proposals, but is currently delaying providing evidence for these claims. We share an interest with the hospital in seeing it stay financially viable, so our hope is that the hospital will not delay in sharing information with us to best make decisions to reach a fair agreement. As we approach our collective bargaining agreement expiration date, we are disappointed not only in the lack of real data provided, but also in the lack of movement made by management to reach an agreement.

At our June 25 bargaining session, the ONA MCMC bargaining team worked hard to make serious movement to genuinely reach an agreement. We are working to improve our hospital for both nurses and patients and standing firm on our highest priorities. It is disheartening to not have the same effort made by management who only proposed two lines of text at the last bargaining session before contract expiration. They agreed to adding slightly more data to the monthly spreadsheets they provide ONA, and to continue to have newly graduated nurses not counted in ratios at any level, which both sides agreed is not really an issue. ONA offered counter proposals on Articles 5, 7, 8, and 9, which you can read the full text here.

Summary of the movement our ONA bargaining team made this week:

- We offered a compromise on the extra paid time off accrual that happens on holidays kicking in after 6 hours instead of the 4 hours we initially suggested.
- Status quo on the process for changing shift lengths, instead of our most recent proposal to expand this or management’s proposal to delete the entire section.
- Allowing 10 percent of positions to remain variable (instead of our opening proposal of eliminating use of variable shift positions).
- Offering a compromise on our idea to improve parental leave, with the option to save up to 36 hours of PTO for use after FMLA leave.

In each area we are striving to improve our hospital for both nurses and our patients, but it is increasingly becoming clear that management does not currently share that goal. Management did not show up to the final bargaining session before contract expiration prepared to make significant proposals to reach an agreement. When asked why this was, they stated that they saw no reason to agree to our proposals. Clearly, our voices are not being heard at the bargaining table, so nurses are prepared to stand together and take action to win a fair contract. Currently, nurses from every single unit are signing petitions to the board of trustees and putting a call out for real action to be taken to address our biggest priorities which we will be posting on our website soon. Check in with your coworkers and make sure every single nurse has had the chance to add their name to the petition before we deliver it. Secondly, take a picture of you and your coworkers standing together holding a sign that states what is important to you to win a fair contract. Email your pictures to Campbell@OregonRN.org. Most importantly, join the Contract Action Team (CAT) to help build our strength for actions coming up, the more people involved the stronger we’ll be!

Drop-In Hours to join the Contract Action Team:
Stop by for 30 minutes in the Atrium outside the main cafeteria this Thursday, June 28 anytime from 11 a.m. to 2 p.m. Questions? Email Cooper@OregonRN.org to join.
Management Claims Lunches and Breaks Are Consistently Provided To All

Management claimed that as far as they are aware all lunches and breaks at the hospital have been provided for all nurses. When we explained that this is simply not possible for all nurses on a consistent basis, they claimed it was not true unless it was documented. They have asked all nurses to mark in Kronos comments on our timecards every single missed break. Most importantly, nurses need to take a stand on this issue together and all consistently report these issues as a group. Nurses working a 12-hour shift for example, should receive one 30-minute break and three 15-minute breaks. For example, if every person on a shift in your unit only is able to take one 30-minute lunch and one 15-minute break, they should all mark a comment in Kronos for the two missed breaks. We explained that we were surprised to learn that commenting in Kronos was expected, given the lack of interest management has had in in the past in assuring that all nurses receive lunches and breaks on a consistent basis. In discussing this issue, nurses have pointed out that having proper rest, time to reset, and refocus, reduces errors and improves the quality of care we provide our patients. On the most stressful overworked days, when we are least likely to be able to take a break, we are most in need of it to be rested to do our jobs properly.

Replacement coverage is key. Using the buddy system for breaks means that a nurse’s workload falls behind because it is not a true replacement, leaving an even more stressful workload to return to, defeating the purpose of having a break. Additionally, it’s against the law to not make sure nurses can properly and consistently take lunches and breaks. Current staffing law standards show that we should maintain proper ratios as opposed to double ratios with the buddy system for breaks. This is an issue that needs to be tackled not only at the bargaining table with our proposal to allow combining lunches with breaks, but also in unit staffing plans that can be improved in the future.

State what is important to you to win a fair contract. Email your pictures to Campbell@OregonRN.org

Upcoming Bargaining Sessions:
July 12, 19 & 27

Nurses are standing together to show MCMC management how important securing a strong new contract is! We believe in treating nurses with respect and value for the hard work that we do and to make up for the large sacrifices we’ve made to this hospital over the years. We’re asking every nurse to sign the petition we’ll be giving to the board of directors. Please take a few minutes to print the petition, gather signatures from your coworkers and submit form to your bargaining team representative or contract action team member for your unit. Please click here for petition.
Now is the Time to Get Involved to Win a Fair Contract!

**Step 1: Attend Upcoming Bargaining Sessions**

All members should attend bargaining sessions. Sessions are open to all nurses to observe and see the process for yourself. The more sessions you attend, the better! Having you in the room shows MCMC that nurses really care about getting a strong agreement.

*We need to pack that bargaining room on July 13, and July 27. Stop by the 2nd floor conference rooms in the Medical Administration Building anytime between 9 a.m. and 5 p.m., though 10 a.m. - 4 p.m. is the best chance of catching some good discussion!*

**Step 2: Be a Full and Active Member Of ONA**

We need nurses to be more than just a member on paper, but also show up, wear buttons, talk to coworkers about negotiations and ONA, and come and meet with your fellow nurses to discuss important issues that affect us all.

**Step 3: Join the Contract Action Team (CAT)**

Contact Nicole and Heather Chambers, the new co-chairs of our CAT, to let them know you’ve got the bargaining team’s back! You can also email cooper@oregonrn.org or talk to an ONA bargaining team member from your department about joining the CAT. We aren’t going to win a strong contract just talking at the table. What matters is what happens outside that table to show MCMC how important these things are to us.

The CAT is a very small time commitment with huge results. Help pass out buttons, organize a phone tree, and be the main point of contact for your unit during any ONA BBQ, gathering, rally, event or even a picket. The more people on our CAT the stronger the contract we will win and the better our workplace will be!

**Step 4: Get Trained To Be A Leader In Your Union**

Beyond negotiations, we need grievance handlers, organizers, staffing committee reps, PNCC reps, union convention delegates, and so many more things to help grow and strengthen our union. Email your labor relations representative, Amber Cooper at cooper@oregonrn.org to find out more!
Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the Nurse Leadership Institute (NLI).

The ONA NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

2018-2019 Schedule

There are six sessions taking place over a seven-month period. Participants are expected to attend all sessions in their entirety.

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| Session #1 | Friday, Sept. 14 (evening only)  
Saturday, Sept. 15  
Sunday, Sept. 16 |
| Session #2 | Friday, Oct. 26 |
| Session #3 | Saturday, Dec. 8 |
| Session #4 | Friday, Jan. 18 |
| Session #5 | Saturday, March 2 |
| Session #6 | Saturday, April 13  
Sunday, April 14 |

Applications are due by Aug. 3. Visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI