Management Fails to Offer Fair Proposals: Nurses Call for Info Picket Vote, Aug. 6-7

Our ONA bargaining committee is disappointed to report that at today’s bargaining session management did not address the top priorities set by our members for our next contract.

- Management offered a 1.25 percent increase for 2018, 1.25 percent for 2019, and 1.25 percent for 2020.
- They offered no improvements for the issues facing part-time nurses with disparity in PTO accrual rates.
- They still demanded concessions on health benefits by cutting the protection in our contract for preventive health tests and cutting nurses' voice on the hospital’s health benefits committee.
- They offered a $1 increase to charge nurse differentials, but no improvements to any other differentials.
- They refused to provide a guarantee for a bilingual differential.
- They continued asking to get rid of the additional PTO accrual when working holidays along with other smaller concessions.

We have reviewed the hospital's confidential financial reports and found they have the ability to properly invest in nurses in 2018, 2019, and 2020 if they continue to make better economic decisions than they made in 2016 when the hospital budget wasn't balanced.

We also know when budgets need to be balanced, management comes to nurses and frontline staff to make sacrifices while we rarely see those at the top balancing the budget with their own compensation.

We are asking for a 3 percent increase in 2018, 3 percent in 2019, and 4 percent in 2020. We conceded lower priority issues at today's session, while reasserting our top priorities:

1. Fix PTO for part-time nurses.
2. Compensate nurses with wages equal to our peer hospitals.
3. Improve our health insurance and secure our retirement.
4. Make our hospital safer for our patients.

You can read our proposals from today's session here, and management's proposal here.

After holding eight bargaining sessions during May, June, and July, our bargaining team has heard from members that we can't go any longer with an expired contract while ignoring the raises that were owed July 1.

Nurses from across the hospital stood together to sign petitions and deliver them to the hospital president, but we were not heard back yet. It is time we involve our community in The Dalles, so they know how this hospital is being run.

Your ONA bargaining team is calling for a vote to decide if we will continue to make concessions and meet the demands of management to balance their budget for them, or if we will hold an informational picket.

No dates or decisions have been made yet for when a picket will occur, but we are holding a vote to authorize the bargaining team to be able to call for a picket if we do not reach a fair agreement.

An informational picket is not a strike, all nurses would still report to work. During an informational picket nurses who
are not working, or who are on break would join each other at a designated time to publicly show the community how important it is for us to get a fair contract now.

### Information Picket Vote Dates and Locations:

**Monday August 6**
- 4 - 8 p.m.
- Hospital Atrium

**Tuesday August 7**
- 8 - 9 a.m.
- Home Health

**Tuesday August 7**
- 9 - 9:30 a.m.
- Celilo

**Tuesday August 7**
- Noon - 2 p.m. and 4 - 8 p.m.
- Hospital Atrium

### Additional Announcement!

Please welcome your newly elected staffing committee:

- Critical Care (Teli/ICU): Corinna Christensen
- Acute Care/Med Surg & Rehab: Chelsea Cunningham
- First Impressions: Kathy Stevens
- Emergency Department: Aliesha Pfeifer
- Celilo: Jacqueline Roberts
- Surgery, SDS, Endo & Anti-Coag: Dianne Wilson

We are accepting nominations for alternate positions for all departments for the next 30 days. Please email a signed consent to serve form to cooper@oregonrn.org. The form can be found here.