Bargaining Survey Results

The recent results of our nurses’ survey are crucial in our preparation for the upcoming negotiation of our contract with Mid-Colombia Medical Center (MCMC). The survey helps us understand how we should prioritize the issues when we meet with management at the negotiation table.

A majority of nurses feel guilty for taking breaks due to the extra load it places on their co-workers in very busy units. Many nurses expressed that "the culture of MCMC is typically not to take breaks."

When asked about overtime, we were greatly concerned that some nurses have been encouraged to work "off the clock" in order to limit overtime, which is unacceptable. Please contact your ONA labor representative Seth Moore (moore@oregonrn.org) immediately if this happens to you.

Most importantly, the survey allowed us to receive many, many comments from each of you regarding issues and concerns that are important to you. We will try our best to share your concerns with management at the negotiation table.

Nurses also raised concerns about outdated and/or a lack of equipment. Respondents also feel their workload has increased over the past two years.

According to survey respondents, only 10 percent report that they get their 15-minute rest breaks, (two breaks per eight-hour shift, three breaks per 12-hour shift), despite these breaks being mandated by BOLI (Bureau of Labor & Industry). Barriers to breaks included insufficient qualified staff to cover for breaks and management expecting nurses to ask other nurses to double their patient load to cover for other nurses.

Nurses’ Week: May 6 - 12

On May 6, 7, 10 and 12 between 11 a.m. and 2 p.m., come to the atrium to pick up buttons, stickers, and information about our upcoming negotiations. Watch for negotiation team members on the MCMC campus during May and June and ask them for updates. We will keep you informed with bulletins, emails, etc.

If you would like to support us by being our contact for your unit (a person that can post bulletins and communicate with your unit), please contact Judy von Borstel or ONA Lead Negotiator Brian Howard (howard@oregonrn.org). We would greatly appreciate your help!
Negotiations Begin

Negotiations with the MCMC management team will start May 14 and will be virtual for at least the first few sessions. Negotiations will be successful for nurses only if we have your support. We will be your voice, but we need you to do your part in negotiations by:

1. Wear buttons/stickers/ certain scrub colors on negotiation days, etc.
2. Share info with co-workers about bargaining.
3. Attend bargaining meetings if they are in person.
4. Watch for updates in future bulletins/emails and stay informed.
5. Circulate petitions if needed
6. More, if needed.

NEGOTIATION TEAM:
- Judy von Borstel - Oncology
- Debbie Conklin - Oncology
- Kathy Stevens - First Impressions
- Becky Routson - Endoscopy
- Larena Braseth - Emergency
- Shelby Stroud - Critical Care
- Brian Howard - ONA Lead Negotiator

This is your team! Please thank them for stepping up and donating many, many hours to represent you. #NursesSupportingNurses

BARGAINING DATES

| May 14, 2 - 5 p.m. | June 10, 9 a.m. - 12 p.m. |
| May 21, 12 - 5 p.m. | June 30, 11 a.m. - 5 p.m. |
| May 26, 9 a.m. - 12 p.m. |

Know Your Rights

Per the current ONA/MCMC contract, Article 2 (see www.OregonRN.org/MCMC):

"There shall be no discrimination by the Hospital against any nurse on account of membership in or lawful activity on behalf of the Association (Oregon Nurses Association), provided that it does not interfere with normal Hospital routine, or the nurses duties or those of the other Hospital employees consistent with the protection of union activity afforded by the Labor Management Relations Act, as amended."

As a union member, you are protected when participating in all union activities (so long as they don't interfere with patient care). If you fear retaliation, contact your ONA labor representative Seth Moore (moore@oregonrn.org) or any nurse on the negotiation team immediately.