All of ONA’s initial proposals are on the table!

Our ONA/MCMC bargaining team based their proposals on the issues and priorities that nurses voiced in our pre-negotiation surveys, meetings and one-on-one conversations. Here are some key issues we addressed in our proposals:

- Staffing language that includes meals and breaks
- Dedicated break relief nurses
- Extended hours and increased shift differential for night shift nurses, for recruitment and training
- Department self-scheduling
- OR/PACU: Increasing on-call, accrue PTO/EIH from on-call hours
- Simpler extra shifts language (all should be $15 per hour)

Following is a summary of ONA/MCMC’s proposals, broken down by category.

**PAY**

- Across the board pay increases of 5 percent this year, 5 percent in 2022, and 5 percent in 2023
- Added step increase at 34 years
- Night shift differential increase to $6 (currently $5.25)
- Night shift differential starts at 7 p.m. (currently 11 p.m.)
- Weekend differential increase to $1.50 (currently $1)
- Weekend differential extended until Monday at 7 a.m. (currently ends at 7 p.m. on Sunday)
- MSN differential increase to $2 (increase from $1)
- Clinical support nurse differential increase to $3 (currently $2)
- Extra shift premium: $15 for all extra shifts (currently $15 if picked up before the schedule is posted, $8 if after the schedule is posted)
- The standby/on-call rate for OR and PACU increase to $7 (currently $5.75)
- OR and PACU nurses will accrue PTO/EIH for hours spent on standby/on-call

**STAFFING**

- Meetings, trainings, and orientations must be included in the posted schedule
- Two hours pay for all mandatory in person meetings, trainings and orientations
- Departments can self-schedule by majority vote
- MCMC will follow the staffing committee’s staffing plan and will maintain staffing levels *including* during meals and breaks
- One break can be combined with lunch

*continued on page 2*
Proposals on the Table (*continued from page 1*)

- It is MCMC’s responsibility to ensure that nurses can take lunches and breaks
- Clinical support nurses will be assigned take patient loads to cover lunches and breaks
- MCMC will award positions to internal applicants who meet the minimum qualifications
- Vacancies will be emailed to all nurses on the first day of posting and will remain posted for 14 days before filling
- Reduction of variable nurses to no more than four in a single unit by June 2022
- More equity in scheduling for all nurses in a department: Casual nurses should be scheduled or work one weekend, night, or holiday shift per month to remain eligible for 13 percent premium pay

**PAID TIME**

- Additional tier of accrual for nurses with 20+ years at MCMC
- At least one nurse per shift must be approved for PTO at any given time (individual departments will determine how many more than one)
- All nurses who accrue PTO can cash out when they leave MCMC
- EIH begins after only one day (currently three workdays or 24 hours) of PTO for illness
- Use of EIH for quarantines
- Added a new tier of EIH conversion at retirement: 60 percent after 30 years
- Added Christmas Eve and New Year’s Eve to list of recognized holidays
- Changed required time for accrual of extra PTO when working a holiday from eight to six hours

**EDUCATION**

- Full- and part-time core nurses: 24 hours paid education leave per year; Part-time, non-core and casual nurses: 12 hours per nurse per year (currently one bank of 1,600 hours for everyone)

**UNION RIGHTS**

- All nurses working for MCMC will be covered by the ONA contract. This increases our power as a union and raises standards for our currently non-union co-workers. This would include but not be limited to: urgent care nurses, nurse navigators, and clinic nurses.
- Accessible union bulletin boards in every department so we can stay informed

No changes to our contract can be approved unless our bargaining team agrees to them and all of us vote to ratify that agreement.

All nurses are encouraged to talk to a contract action (CAT) or bargaining team member and let them know which proposal you are most excited about!

**BARGAINING TEAM**

- Judy von Borstel (Oncology)
- Debbie Conklin (Oncology)
- Kathy Stevens (First Impressions)
- Becky Routson (Endoscopy)
- LaRena Braseth (Emergency)
- Shelby Stroud (Critical Care)
- Cori Christensen (Critical Care)

**CONTRACT ACTION TEAM**

- Julianne Wines (First Impressions)
- Matthew Cooper (Acute Care)
- Danielle Cooper (ER)
- Jessica Short (ER)
- Jeri Jablonski (Endoscopy)
- Aliesha Pfeifer (ICU/Tele)

**NEXT BARGAINING SESSION**

**JUNE 10**