On Expiration of Our ONA Contract, Our Bargaining Team Remains Firm

On June 30, 2021—the day our contract expired—our ONA bargaining team responded to MCMC’s last set proposals with some small moves in the hope of seeing more movement from MCMC, but we are still far apart. Our bargaining is holding firm on key issues like:

- Staffing language that includes meals and breaks
- Dedicated break and lunch relief nurses
- Night shift differential starting at 7pm (currently 11pm)—to help recruit and retain great night shift nurses
- Department self-scheduling
- Across the board raises that reflect the rapidly increasing cost of living
- Ability to use PTO for vacations
- Nurses win strong contracts when we apply enough pressure to move our employers beyond the status quo, and sometimes that requires an escalating series of actions to show visible unity. It’s clear that now is the time for us to step up and show how unified we are!

T-Shirts!

One great way of showing visible unity is wearing ONA T-shirts at work, and we have some arriving now! Contact your contract action team/bargaining team member to get your t-shirt and hear our coordinated plan to wear them.

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)

Contract Expiration

Here are a few things to know about the importance of our contract’s expiration:

- All our contractual protections remain in place, which means rates of pay, health benefits and job protections stay the same until we reach a new contract agreement.
- Expiration does not mean a strike is imminent. Striking could be an option down the road if we remain far apart, exhaust all other options of showing unity, and we the members overwhelmingly vote to do so.
- MCMC could seek to impose a contract that lacks our key priorities, which means that it’s more important than ever to stay unified to show we are not willing to accept an agreement that falls short of our standards.

To see what trainings are offered and to sign up for an online training convenient for your schedule scan the QR code!
ONA is proud to be at the forefront of improving diversity, equity, and inclusion practices within the nursing profession. ONA will host our first-ever Health Equity Conference, with the theme of “A Vision for Nursing and Equity,” on August 5-6, 2021 in Portland.

**Topics Include:**
- The crucial role that equity can, and must, play in nursing and in ensuring health care equity for all
- The connection between nursing practice and health equity
- Identifying opportunities for nursing practice to promote greater health equity for our patients and the communities we serve
- The dual impacts on our Black, Indigenous, and people of color (BIPOC) nursing colleagues of system failures and facing bias, discrimination, and psychological trauma in the workplace
- The intersectionality of health as a commodity and its historical impacts on diverse communities
- How nurses are ideally positioned to be advocates to advance health equity
- Much more…

**Continuing Education**
Continuing nursing education contact hours will be available. Number TBD.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

**Registration**
The ONA Health Equity Conference is FREE for ONA members! To follow current COVID-19 protocols and maintain safe social distancing, we are limiting attendance at the conference, so register early to ensure you are able to attend. Register today at [www.OregonRN.org](http://www.OregonRN.org).