More than 40 nurses have attended the first few bargaining sessions we’ve held so far. At our session on Monday, June 11, Mid-Columbia Medical Center (MCMC) management presented their opening non-economic proposals with plans to possibly present their economic package this Thursday, June 14. Many nurses in attendance were disappointed to see MCMC management open negotiations by asking for concessions. Specifically, after the previous contract contained so many major concessions; to see them asking for more was disappointing.

We stand firm that now is the time to invest in nurses and get our hospital back on track to recruit and retain the skilled nurses our community deserves to have serving them. We continued to emphasize to MCMC management that more nurses than ever before have gotten involved to make sure this next contract is a major improvement from past contracts.

In particular, we are fighting for fair wages that are competitive with our peer hospitals. We are already up to 10 percent behind! Our other top priority is fixing the cuts that were made to the benefits of our part-time core nurses.

Loss of retirement, medical benefits, life insurance and major erosion of paid time off (PTO) and extended illness hours (EIH) has had a huge impact on nurses. Full, part-time, and casual nurses are all standing together to return these benefits which should not have been removed.

We will be speaking in much more detail about our other bargaining priorities at future sessions, which were summarized in our previous newsletter. The full contract with our proposed changes, MCMC management’s proposed changes and June 11 counter documents can be found on our bargaining unit website, www.oregonrn.org/73.

On Monday, June 11, we presented our opening proposal on Article 1 which completed all the opening proposals we presented to MCMC management. We await their opening proposals on major economic items like wages, health insurance, retirement and differentials at our next bargaining session on Thursday, June 14.

**Summary of Concessions Proposed by Management:**

1) Eliminate the differential for precepting student nurses
2) After initial 3 days of paid time off (PTO), they want to
Management Presents Their Opening Proposals (continued from page 1)

require use of all illness hours (EIH) before any further PTO, hospital convenience day (HCD), or other unpaid time off may be used.

3) Allow managers in Home Health to move the typical workweek from Monday-Thursday to Tuesday-Friday during weeks that have a Monday holiday.

4) Eliminate extra PTO accrual for nurses who work more than 8 hours on a holiday.

5) Allow managers to change shift length from 8, 9, 10, or 12 hour shifts to different lengths of shift without mutual agreement from nurses.

6) Allow managers to change shift start and stop times (i.e. 7 a.m. - 4:30 p.m. changed to 6 a.m. - 3:30 p.m.) without mutual agreement from nurses.

7) Remove contractual guarantee for preventative tests 100 percent covered in health insurance plan. They would still be protected by the Affordable Care Act (ACA), until the ACA is modified or repealed unless we keep them in the collective bargaining agreement.

8) Eliminate our right to participate on the Health Plan Advisory Committee, which reviews and evaluates possible modifications to our health plan.

Upcoming Bargaining Sessions:
June 14, June 18, and June 25

We negotiated that all sessions are open to all nurses to observe. You are welcome to stop by for any portion of the session. The sessions are typically held 9 a.m. - 5 p.m.

Medical Office Building in the Administrative second floor Conference Rooms (1700 E 19th Street)

Be Part of the ONA Nurse Leadership Institute

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

The NLI 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.

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