Executive Committee
Chair:
Curtis Stupasky (SCU)
Secretary-Treasurer:
Jeffery Crow Bolt (ED)
Committee Member
Ruth Candy Bigbee (WHBCC)

McKenzie-Willamette Medical Center (MCW)
Most Profitable Again!

MCW TOPS MAJOR HOSPITALS IN PROFITS FOR SEVENTH CONSECUTIVE YEAR.

As we reported last month, MCW is also the top money maker among Quorum Health Corporation (QHC) hospitals.

Our operating margin (a.k.a. profit margin) of 13.5 percent is four times larger than the state average of 3.8 percent in 2019. Indeed, throughout this run of seven consecutive years, MCW was at least four times as

We should take great pride that our efforts have produced these profits. Nurses and other workers, who are at the cutting edge of modern healthcare, are generating these profits.

Source: Oregon Health Authority

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profitable as the state average! In the last seven years, we have produced more than $300 million in total profits (see table “Seven Years Most Profitable”). These funds are sent to QHC offices where administrators decide how to spend it.

Due to the pandemic, the Oregon Health Authority (OHA) allowed hospitals additional time to submit their financial statements. We finally received the data last month. OHA defines operating margin as operating income divided by total operating revenue (i.e., all revenue derived from patient services). Operating income is the total operating revenue minus hospital expenses (e.g., salaries, employee benefits, purchased services, and supplies).

QHC, our corporate owner, uses a business model at MCW where most patients have private medical insurance (PMI). In 2018, the most recent year for which data is reported by the Oregon Hospital Guide, 54 percent of MCW’s patients had PMI. This is double the rate at Sacred Heart – Riverbend, where 27 percent had PMI.

MCW writes off lower charity care costs than other Oregon hospitals. According to OHA, in 2019 MCW’s charity care rate of 2.06 percent was half the state average of 4.13 percent. Sacred Health – Riverbend’s charity care costs of 5.65 percent are more than double MCW.

### Seven Years Most Profitable

<table>
<thead>
<tr>
<th>Year</th>
<th>Profits (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$33.1</td>
</tr>
<tr>
<td>2018</td>
<td>$40.5</td>
</tr>
<tr>
<td>2017</td>
<td>$51.8</td>
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<td>2016</td>
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<td>$27.3</td>
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<tr>
<td>2013</td>
<td>$25.6</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$301.7</strong></td>
</tr>
</tbody>
</table>

Source: Oregon Health Authority

Two More Side Letters

**WHBCC TRIALS NO MANDATORY CALL, WELCOME WOUND CARE!**

Women’s Health, Birth and Child Center (WHBCC) nurses will experience no mandatory call for a six-month trial beginning Jan. 1, 2021. After three years of mandatory call where nurses arranged childcare in case they were called in, we finally reached an agreement in a side letter to eliminate mandatory call for a trial. Click here to read our side letter, or go to: www.OregonRN.org/70.

Our side letter provides for a trigger, which may relaunch mandatory call before June 30, 2021. If MCW must offer double-time to encourage nurses on short notice twice in a 30-day period, then a committee may decide to reinstitute call.

In 2017, MCW unilaterally imposed mandatory call (“stork call”) on WHBCC nurses. In response, WHBCC nurses organized and built power with a 100+ person unity break supported by a petition signed by 75 percent of MCW nurses. After this petition was presented to human resources, management backed down and reduced mandatory call hours.

This summer, women’s health nurses spearheaded our effort to freeze mandatory call house wide in an August side letter. Now, they are piloting the six-month project to show that women’s health nurses are committed to helping each other during high-volume shifts. In doing so, they will demonstrate that nurses take care of each other and mandatory call is not essential. A big SHOUT OUT to our ONA/MCW executive committee who have been meeting nearly every week since July for two to three hours at a time to prepare, bargain and caucus.

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Curt Stupasky (SCU), Crow Bolt (ED), and Candy Bigbee (WHBCC) were present and engaged in every bargaining session. Candy has undertaken yeoman work to listen, assess and bring the WHBCC nurses together.

**WOUND CARE JOINS OUR BARGAINING UNIT**

We welcome the ten nurses in wound care to our bargaining unit. We recently completed and signed a side letter with MCW (also found at: www.OregonRN.org/70). After much work, nurses at both clinic locations (the Springfield hospital and West 11th St.) are now receiving the protection and benefits of being an ONA member. Upon joining our bargaining unit, several wound care nurses report substantial increases in their hourly wage. One nurse reports a pay increase of $7 per hour as they moved to the union scale.

They will enjoy the protections that ONA nurses fought for over the nearly five decades of our contract at MCW: job protections (“just cause”), cancellation rotation percentage, two-hour notice before cancellation and increased earned leave accrual.

Wound care’s effort was led by Bonnie Chase, Jordana Plantz, and Tish Ericson who bargained with our employer over three sessions in October. These leaders were trained in bargaining and power building by our ONA labor representative, Gary Aguiar. These nurse leaders used those newly acquired skills to develop solidarity among their coworkers. In less than 24 hours on July 31, 100 percent of the unit signed pledge cards to file for a National Labor Relations Board election for bargaining unit inclusion. Seeing their unity, MCW agreed to bypass the election and move directly to a side letter.

The wound care nurses are eager to learn about how ONA builds power at MCW. They are being educated about the Oregon Nurse Staffing law, ONA education funds and the role of stewards. These nurses now have Weingarten rights, which gives them the right to representation during an investigatory or factfinding meeting. Their inclusion brings our bargaining unit to more than 380 members!

**ONA/MCW MEMBERSHIP MEETINGS:**

Dec. 2, 2020 5:30 p.m. and 7:30 p.m.

We will present the pre-bargaining survey results. We want to hear from you on your possible bargaining proposals.

Download the Zoom app or use your browser. Join Zoom Meeting: https://zoom.us/j/94366224382?pwd=N3RTMnR6czkrZmNLZDF3dUtCVk00UT09

Meeting ID: 943 6622 4382
Passcode: 170851
+1 253 215 8782 US (Tacoma)
SEEKING CAT MEMBERS

BARGAINING BEGINS IN JANUARY

We are building power for bargaining next year. We need Contract Action Team members (CATs), who are two-way communication liaisons that connect members to our bargaining team. Each team member selects five to seven nurses with whom they communicate every two to three weeks. These conversations typically take place face-to-face on breaks or during downtime on shifts.

The only required meeting is the 75-minute training. We have several trainings scheduled for January. All sessions will take place from 10 – 11:15 a.m.

- MONDAY, JAN. 18
- MONDAY, JAN. 25
- TUESDAY, JAN. 26
- SATURDAY, JAN. 30
- SATURDAY, FEB. 6

Register by contacting our ONA/MCW labor representative Gary Aguiar via text/phone call at 503-444-0690 or by email: Aguiar@OregonRN.org.

ONA Nurse Leadership Institute - Build Your Leadership Skills

Are you interested in taking your career to the next level? Apply today for the Oregon Nurses Association’s Nurse Leadership Institute (NLI). This free, year-long program is designed to help you improve your leadership and communication skills. Join a dynamic group of people who want to make positive change in health care through politics, practice and labor. In 2021, the NLI will focus on equity in nursing and health care during a series of monthly classes, a group project and a mentorship opportunity.

Space is limited, to learn more and complete your application, visit:

www.OregonRN.org/NLI