### A CENTURY OF NURSES!

On February 3, 101 nurses attended bargaining in support of our team!

**101 Members Attend Bargaining**

More than one-quarter of our bargaining unit (101 of 288, or 26 percent) showed up for bargaining to support our team on Wednesday, Feb. 3. A huge shout out to two departments: Cardiovascular Prep and Recovery had a 90 percent turnout rate (nine of ten nurses attended) and Women’s Health, Birth, and Child Center had 27 nurses participate (60 percent of their 45 nurses)!

Our turnout of 28 nurses in the first two days of bargaining has already produced results. The employer agreed to eleven of our proposals. (See box “Highlights of Accepted Proposals”)

In total, the employer responded to 22 of our proposals, rejecting only five and offering counter proposals on six others. On Friday, Feb. 12, they will present their financial proposals and counter our 17 economic proposals. Please attend, see the box on page 3.

Both sides engaged amicably and professionally with questions and answers about each other’s proposals. Thankfully, our employer respects our nursing skills and our solidarity.

This bargaining tracker records the 52 proposals we have exchanged so far. The employer’s full list of proposals and counter proposals can be found here.

Our webpage [www.OregonRN.org/MCW](http://www.OregonRN.org/MCW) contains much information, including the redline of our original proposals.
ATTEND BARGAINING, BUT NOT WHILE WORKING ON THE FLOOR

Instead, Please Attend During Your Breaks

We want to remind nurses that they should not attend bargaining while they are supposed to be working on the floor. Nurses at work should dedicate themselves exclusively to patient care and work tasks.

We encourage nurses to attend bargaining during their lunch or 15-minute breaks. Zooming into bargaining should only occur in break rooms, the cafeteria or in the parking lot. Not at the nurse’s station and other patient care areas.

After reminding nurses of these rules, our employer may discipline employees who don’t abide by them.

HIGHLIGHTS OF ACCEPTED PROPOSALS

Eleven of our proposals were accepted by our employer. Here are some highlights of new provisions, which will be implemented upon ratification of the entire contract.

- Nurses will be required to float to only one unit (current requirement is two units). See the box on floating by non-float pool nurses.
- PACU allowed to have two nurses off at one time for PTO (currently limited to one).
- Bring existing reorganization language out into its own section and codify existing practices in contract.

- The employer told us they have a policy for PTO medical hardship donation for all MWMC employees, which we will incorporate into our contract. Our proposal was limited to bargaining unit members donating and receiving.
- When the employer corrects a low census error and a nurse is scheduled for a shift, no nurse on that shift (to rectify the error) can be canceled.
- Increase the number of PTO hours nurses can donate to our negotiators to ten (from current five).
- Simplified grievance process to encourage informal resolution with manager and eliminate an unnecessary higher step.

FLOATING BY NON-FLOAT POOL NURSES

According to data the employer provided us for bargaining, 150 non-float pool nurses floated to another unit in 2020 (39 percent of our members) a total of 355 times. We haven’t fully analyzed the data, but we can see more than a dozen nurses who floated to more than two departments. Unless the nurse agreed, floating to more than two units is not allowed under our contract. Our newly agreed provision means that nurses may not be floated to more than one unit unless the nurse agree, which will be implemented when the full contract is ratified.

| Non-Float Pool Nurses who Floated to Another Department in 2020 |
|-----------------------------|-----------------|-----------------|-----------------|
| Unit                        | Total Nurses in Unit | Number of Nurses Floated | Percent Floated |
| Critical Care Unit          | 41               | 40               | 98%             |
| Progressive Care Unit       | 30               | 24               | 80%             |
| Critical Decision Unit      | 10               | 7                | 70%             |
| Medical Care Unit           | 44               | 29               | 66%             |
| Surgical Care Unit          | 43               | 22               | 51%             |
| WHBCC                       | 45               | 14               | 31%             |
| PACU                        | 15               | 2                | 13%             |
| Short Stay Unit             | 24               | 2                | 8%              |
| Emergency Services          | 61               | 4                | 7%              |
| All other departments       | 63               | 0                | 0%              |
| **TOTAL**                   | **382**          | **150**          | **39%**         |
JOIN US FOR BARGAINING

During your lunch break or 15-minute rest period, log in for a few minutes. Crank up the volume so your coworkers can listen in as well. Same login details as before.

Join Zoom on your computer or smart phone. (While not necessary, we recommend you download the app to your device ahead of time.)

https://zoom.us/j/2810307587?pwd=czBLMnBVQVMxKzJFWWh0b1ZSY1U3UT09

Meeting ID: 281 030 7587
Passcode: 6BjRSn
Join from any phone: +1 253 215 8782 US
Meeting ID: 281 030 7587
Passcode: 070754

TEAM WORKS 112.5 HOURS ON PREPARING AND BARGAINING

Since last September, our three negotiators have collectively worked 112.5 hours on preparing for and bargaining in this contract round, including 36 hours at three bargaining sessions so far.

Our team of Curt Stupasky, Crow Bolt, and Candy Bigbee are dedicated to getting a good contract for nurses. We appreciate the nurses who have showed up for bargaining in huge numbers! We are also grateful for the tremendous support nurses demonstrated in educating themselves on bargaining issues and communicating with other nurses and our team.

We expect our team will spend another 100+ hours in the next few weeks to reach a final agreement. The employer just agreed to increase the number of PTO hours that benefited nurses can donate to our team, after ratification. Please reserve ten PTO hours so you can donate at that time.

A BARGAINING PRIMER: PART ONE

Negotiating a labor contract is a complex and often messy process. Initially, each side prepares and presents bargaining proposals to change the language of our existing contract. Thus, it is often called “bargaining a successor agreement” as compared to the situation where newly represented employees bargain a first contract.

Many people think that bargaining a labor contract is similar to buying a house or a car. The seller sets their price high and the potential buyer lowballs their initial offer. In that situation, the marketplace is full of potential buyers and sellers with many commodities available for sale. Both parties have accurate and complete information about the market.

With the purchase of a single asset (our labor power) in a labor contract, the employer holds a monopsony position, they are the sole purchaser of our nurse labor skills. And we are a monopoly, the sole provider (or seller) of nurse labor.

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A BARGAINING PRIMER: PART ONE  
(continued from page 3)

Economists characterize this relationship as imperfect market conditions, where incomplete information means that normal pricing pressures are absent. Moreover, we also bargain a myriad of non-economic working conditions, like scheduling, hiring, and PTO. Perhaps, a better analogy for the labor-management relationship is a marriage. Our labor contract with McKenzie-Willamette is more than four decades old (i.e., our initial contract existed before at least two generations of nurses currently employed were born!). Our contracts could be conceptualized as a series of temporary compromises. Every time we bargain each side gets some — but not all — of what it wants.

Proposals are presented in a redline format, where the red words are proposed changes to the existing language, underlined words are proposed insertions and words struck through are proposed deletions.

Each proposal is responded to by the other party, who can accept, reject, or offer counterproposals. Counterproposals continue back and forth until both sides agree on specific new language or no change at all (no changes is sometimes called “back to book,” which means a return to the existing language).

When one party accepts the other side’s proposal, it is often called a Tentative Agreement (or TA). A TA means that both sides agree to particular language for a contractual provision. The TA-ed language will appear in the final redline contract to be presented for ratification.

Federal law prohibits either side from “regressive” or backwards bargaining. Regressive bargaining occurs when a party offers a proposal that asks for more than their initial original proposal. Since it has the effect of moving the parties further apart and away from an agreement, it is illegal. When one side offers a regressive proposal, the other party may file a formal complaint with the National Labor Relations Board, the federal agency charged with enforcing the law.

Supposals are informal presentations by one side, which ask, “if we proposed such-and-such, how would you respond?” Since it is not a formal proposal, it frees the parties to think creatively without being subject to regressive bargaining.

Watch our next newsletter for Part Two of “A Bargaining Primer” on late stage bargaining and ratification.

CALIFORNIA CASUALTY OFFERS $25 AMAZON GIFT CARD FOR REQUESTING A QUOTE

For a limited time, our ONA sponsored Auto/Home/Renters Insurance Representative Sherry Hanacek is offering a $25 Amazon.com gift card when you complete an auto insurance quote. No purchase is required. Our ONA program provides exclusive member-only rates with an average savings of $423/year. Each policy includes ONA specific benefits, free ID Theft Protection and Pet Injury Coverage. Go to: www.readyforquote.com/sherry.

ONA chose California Casualty because of their unique coverages, long term financial stability, exceptional customer service, and solid reputation. Their insurance products are only available to nurses, educators and first responders — and not to the general public.

You can reach Oregon local rep Sherry at: shanacek@calcas.com or by phone (971) 226-8966.

Get your quote today! www.readyforquote.com/sherry.
ONA Virtual Nurse Lobby Week

Feb. 22-26, 2021

We Always Show Up!

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

This year, you will have multiple opportunities to advocate for your profession and patients, including: Virtual Legislative Meetings, Video Testimonials, and Online Letter Submission

Learn more and register for Nurse Lobby Week at:

www.OregonRN.org
Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Dates and deadlines:
- Feb. 15, 2021 - Nomination Period Opens
- March 15, 2021 - Nomination Period Closes
- April 1, 2021 - Elections Open
- April 25, 2021 - Elections Close
- July 1, 2021 - Elected leaders take office

Visit www.OregonRN.org/Elections to learn more and to complete your Consent to Serve form to declare your candidacy.

Following is a list of leadership positions open for nomination in the 2021 ONA Statewide Elections. For those positions with multiple openings, the number of spots is signified by a number next to the position title.

Open Positions
- Vice-President / ANA Delegate (1)
- Treasurer (1)
- Director (3)
- Director: Recent Grad (1)
- Director: Allied Health Worker (1)
- Cabinet on Education (3)
- Cabinet on Health Policy (4)
- Cabinet on Human Rights & Ethics (2)
- Cabinet on Nursing Practice & Research (4)
- Cabinet on Organizing (5)
- Labor Cabinet (3)
- ONA Nominating Committee (2)
- Elections Committee (3)
- ANA Delegate Seats (9)