NO MOVEMENT IN MEDIATION WITH MCKENZIE-WILLAMETTE

Thank you to the 200 nurses who contacted our Chief Nursing Officer and Chief Executive Officer asking them to treat McKenzie-Willamette nurses fairly in bargaining. We have seen a tremendous outpouring of support from nurses! Until we reach an agreement, we need nurses to keep wearing green armbands, ribbons, scarfs, and ONA buttons every day.

Even though it was the employer’s turn to respond, they came to mediation completely unprepared to reach an agreement with us. They offered no significant movement from their previous offer.

They are not listening to us! They are not taking us seriously! Even when 200 nurses asked McKenzie-Willamette executives, our employer did not move. Moreover, they didn’t provide a written proposal. The mediator verbalized their counterproposal, which only rearranged the numbers from their last offer (3.0% immediately, 3.0% in 2022 and 3.5% in 2023) to the one they presented yesterday (3.5% in the first year with 3.0% in each succeeding year).

Their lack of preparation and measly offer shows disrespect to nurses. The employer has not increased the amount of money dedicated to nurses. The only way to reach wage parity is to increase the total budget for nurse labor. We must pay competitive wages to fill the three dozen positions vacancies at McKenzie-Willamette. Nearly 10% of our positions were vacant in January.

If our wages fall farther behind Sacred Heart - Riverbend, we will be unable to recruit and retain experienced nurses at McKenzie-Willamette. With the employer’s wage proposal, we could lose another 75 trained, experienced nurses. That’s almost an additional 20% of our workforce.

How could we succeed at our jobs when almost 30% of our positions are vacant? Who would fill those holes in the schedule? How can we provide high-quality patient care without those nurses?

Moreover, the employer has continued to reject our efforts to increase standby pay, which hasn’t changed in 14 years. Our proposal of $6.50/hour simply matches inflation over that period.

The difference between our last proposal and their most recent proposal is less than a half-million dollars in the first year of our contract ($495,568). That is only one percent (1.1%) of their annual average profit of $43.1 million over the last seven years.

At the end of the day, we sadly asked the mediator to schedule a second session with us. We tentatively scheduled it for April 14.
Now is the time to act. We need more voices, new faces to participate. Please encourage your coworkers who have yet to join us. We need them to visibly show their support for our bargaining team and wage parity proposals.

**Membership Meetings, Friday, April 2, 5:30 p.m. and 7:45 p.m.**
**We need more nurses to attend to learn what is happening in bargaining and to decide which actions they will participate.**

Join our Zoom Membership Meetings in one of these ways:

1) Any device’s browser
   
   [https://zoom.us/j/2810307587?pwd=czBLmBVOVMxKzJFWhh0b1ZSY1U3UT09](https://zoom.us/j/2810307587?pwd=czBLmBVOVMxKzJFWhh0b1ZSY1U3UT09)

2) Download the Zoom app to any device

   Meeting ID: 281 030 7587
   Passcode: 6BjRSn

3) Dial on any phone 253-215-8782

   Meeting ID: 281 030 7587
   Passcode: 070754