LODEST CHARITY CARE AGAIN!

McKenzie-Willamette Profits Not Spent Locally

Earlier this summer, we reported that McKenzie-Willamette Medical Center (MCW) was the most profitable Oregon hospital for the sixth year in a row, according to data from the Oregon Health Authority. In 2018, our profit margin of 17 percent was more than five times larger than the state average of 2.9 percent.

One reason MCW is profitable is because our employer writes off fewer charity costs than other Oregon hospitals. Of the 19 major hospitals in Oregon, MCW had the lowest charity care in 2018, less than half the state average for charity care. In 2018, our employer wrote off only 1.9 percent of patient costs as compared to 3.9 percent charity care among the other 18 hospitals with $500 million or more in patient revenues.

MCW is one of only two for-profit hospitals in Oregon; the other for-profit hospital is Willamette Valley in McMinnville. So, we expect Quorum Health Corp, our employer, to focus on generating profits for its Tennessee-based shareholders. Nonetheless, these funds are generated by local revenues. Further, rank-and-file workers, including nurses, toil daily to reduce costs.

In our last newsletter, we reported that MCW is the flagship Quorum operation, earning more in profits than any of the other 25 Quorum hospitals. Nurses think that a greater share of those profits should remain local rather than subsidizing under-performing hospitals in and around Tennessee.

GRIEVANCE LOG

Stewards Successfully Settle Two Grievances

Our stewards continue to pursue contractual violations with the support of other nurses. Stewards are the active guardians of our agreed-upon rules for posting positions, differentials, scheduling, etc. They are on-the-ground, consulting widely with their fellow floor nurses to ensure our employer fairly follows our collective bargaining agreement.

SSU POSITION POSTINGS

In Short Stay Unit, two stewards filed a grievance that our employer did not post two positions properly. The unit had two vacancies with a 6:30 a.m. start time. The manager asked the entire unit who was interested in those positions and moved two nurses from an afternoon start time to those vacancies. Continued on page 2
Grievance Log (continued from page 1)

However, our contract requires all vacancies to be posted house-wide, not just internally to a department. So, the stewards approached the manager about the violation. Since the manager did not agree, our stewards filed a grievance.

Along with our labor rep and other nurses, the two stewards recently attended a grievance meeting with human resources and the manager. Within days, the two positions were posted house-wide.

While we regret we had to take this action, we strongly uphold the seniority principle of our contract. Every nurse can understand that we must defend our contract. Further, the seniority rule must be consistently applied. Otherwise, managers may bypass our contract and award positions in an unfair manner. Nurses think our contract should be applied evenly and fairly in every situation.

EVENING SHIFT DIFFERENTIALS

We also successfully closed a grievance on evening shift differential that affected Cath Lab nurses. The grievance was filed in Aug. 2017 after several nurses asked a steward about the proper start time for the evening shift differential.

The steward investigated and found that several nurses were not being paid properly. The steward asked human resources (HR) to research the issue. After much negotiation, HR agreed to pay evening shift differentials from the appropriate start time.

However, our employer didn’t allow the payroll clerk time during business hours to calculate the backpay due. Over the last year, the clerk came to work on her own time to figure the back pay. Earlier this summer, the last of the nine nurses received checks between $500 and $2,500. We provided the clerk with a gift certificate and card extending our thanks for her extra effort.

NOTICE OF DUES INCREASE

After two years with no increase, you will notice a slight increase in your ONA dues. Effective Aug. 1, 2019, ONA statewide dues increased by $6.60 per month for union members. The dues increase will allow ONA to hire additional staff to support bargaining units, hold trainings and seminars, and continue to push for comprehensive staffing reforms.

Nurses at MCW pay a separate dues to our local bargaining unit treasury, which supports our bargaining team and funds education for our stewards and local officers. In 2018, 62 percent of nurses in our bargaining unit voted to increase our local dues by an additional $1.00 per month. Beginning the first full pay period after July 1, 2019, our local bargaining unit dues increased to $2.00 per month. Our local dues had not changed since 1980 while nurses’ wages at MCW nearly doubled during that period.

Statewide, our bylaws provide that dues increase automatically every year. But last year the ONA Board voted to put dues increases on hold. This year they allowed the increases to go forward in order to support the work of our organization. Statewide dues are based on the average compensation of our nurses following three years of employment in our represented facilities.
KNOW YOUR RIGHTS!

“Unionism 101” Workshops In Upper Willamette Valley

We encourage every ONA member to learn more about their rights as a worker and union member, how to build nurse power, and the processes for disciplinary procedures and grievances.

These workshops qualify you to become an ONA Steward. However, there is no obligation to sign up as a steward. Just come and learn how we operate.

Tuesday, Oct. 8, 5:30 – 7:30 p.m. (Part One) Corvallis
Tuesday, Oct. 29, 5:30 – 7:30 p.m. (Part Two) Corvallis

Friday, Nov. 1, 9:30 a.m. – 1:30 p.m. Eugene/Springfield

Saturday, Nov. 2, 9:30 a.m. – 1:30 p.m. Albany
Saturday, Nov. 9, 9:30 a.m. – 1:30 p.m. Albany

Monday, Nov. 11, 9:30 a.m. – 1:30 p.m. Eugene/Springfield
Saturday, Nov. 16, 9:30 a.m. – 1:30 p.m. Eugene/Springfield
Saturday, Nov. 23, 9:30 a.m. – 1:30 p.m. Eugene/Springfield

To register please visit www.OregonRN.org.

If you have any questions, please contact your labor representative Gary by text/call at 503-444-0690 or by email at Aguiar@OregonRN.org.

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit www.OregonNursesFoundation.org for more information or to donate.
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, have built-in spam/junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Spam/Junk Filters**: Emails from ONA are being flagged as junk or spam by your email service provider.

2. **No Email**: ONA does not have an email on file for you.

3. **Bad Email**: ONA has an incorrect or outdated email on file.

4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.

5. **Opted Out**: You have opted out of receiving emails.

6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.

2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

Visit ONA’s Facebook page from 2-2:30 p.m. on Aug. 14, 2019 to hear from our nurse practice consultants. They’ll be taking questions about everything from nurse staffing and scope of practice to continuing education. If you can’t see it live, it is archived for viewing later.

www.facebook.com/OregonNursesAssociation