SUCCESS AT THE TABLE!

55 percent of our proposals are successful (so far), we remain far apart on many financial issues

We have successfully bargained 55 percent of our proposals! Our success is largely due to the hard work of our team and the tremendous attendance by nurses at one of our bargaining sessions.

In total, 30 percent of our bargaining unit members (114 different nurses) have showed up for a negotiation session (28 on Jan. 13 and 14, 101 on Feb. 3, 38 on Feb. 12.) 42 two nurses attended more than one bargaining session. See the complete list of attendees on page 3.

A special shout out to Fie McWilliams, who has attended all four bargaining sessions. Fie, our ONA presenter at the new employees’ orientation, has been present for nearly the entire time we have been bargaining!!!

Our successes are consequential proposals that will improve working conditions for nurses at McKenzie-Willamette Medical Center. They include:

- **New Steps.** The employer agreed to two steps at the top of our scale. They counter-proposed delayed implementation.
- New hires may now receive full credit for prior experience.
- Certification differential doubled from $1/hour to $2.
- Bilingual skills proficiency, first time in our contract, $2/hour.
- The best shared governance language in any ONA contract! Nurses on the Staffing Committee and Unit Practice Committees (UPC) can now confidently engage with

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**As of Feb. 12, 2021, we’ve successfully bargained 55% of our proposals**

<table>
<thead>
<tr>
<th>PRIORITY TIER</th>
<th>Proposals Successfully Bargained (so far)</th>
<th>Total Number of Proposals Offered</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>7</td>
<td>18</td>
<td>39%</td>
</tr>
<tr>
<td>Second</td>
<td>9</td>
<td>13</td>
<td>69%</td>
</tr>
<tr>
<td>Third</td>
<td>8</td>
<td>13</td>
<td>62%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>24</td>
<td>44</td>
<td>55%</td>
</tr>
</tbody>
</table>

continued on page 2
managers to develop staffing plans that ensure safe patient care. Our new language strengthens both the staffing committee and UPCs by providing paid hours outside of the committee for chairs and members, with improved transparency and democracy.

- Managers no longer can have charge nurse assignments as part of their regular assignment.
- Improvements and clarity in reorganizations.
- Donation of PTO for medical hardship.
- Vacancies must be filled by the most senior qualified nurse.

- Nurses will be required to float to only one department (instead of current two).
- PACU allowed to have two nurses off at one time for PTO (currently limited to one).
- 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, with ONA support and eliminate an unnecessary higher grievance step.

Of course, we still have much work to do on some important issues. We remain apart on:

- **Wages.** We proposed 6.5 percent annual increases in the next three years (a total increase of 26 percent). They counterproposed 2.25 percent annual increases over the next three and a half years (a total increase of 9 percent). Our wage and other economic proposals are designed to recruit and retain experienced nurses at our facility. On January 7, 2021, McKenzie-Willamette had 36 nursing positions vacant. With so many vacancies, some units are unable to fill shifts and are operating short-handed. We must remain competitive in wages and differentials!!

- **Standby/Call pay.** The employer rejected our increased standby/on call pay differentials proposals to increase the base to $7.50/hour from current $5, to $10 above 48 hours in a four-week period and a new third tier of $16 hour above 96 hours. They wish to remain at current levels.

- **Part-Time Positions.** They rejected our proposal which would require 10 percent part-time positions in departments with 15 nurses and 20 percent in 30-nurse departments. Given current staffing, our proposal would require only four departments to increase the number of part-time positions by just 19 positions. At the next reorganization, these departments would need to break each of ten full-time positions into two part-time positions: Medical Care Unit (MCU), Progressive Care Unit, Short Stay Unit, and Surgical Care Unit. They told us they want to “retain flexibility.” Our proposal is a small change from current staffing. See table below.

### Current and Proposed Part-Time Positions

<table>
<thead>
<tr>
<th>Department</th>
<th>Proposed</th>
<th>Current</th>
<th>New Positions Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Care Unit</td>
<td>8</td>
<td>9</td>
<td>0</td>
</tr>
<tr>
<td>Emergency Services</td>
<td>10</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td>Medical Care Unit</td>
<td>8</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Progressive Care Unit</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Short Stay Unit</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Surgical Care Unit</td>
<td>8</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Women’s Health, Birth, and Child Center</td>
<td>8</td>
<td>15</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>47</strong></td>
<td><strong>36</strong></td>
<td><strong>19</strong></td>
</tr>
</tbody>
</table>
Where We Differ (continued from page 2)

- **Break Relief Nurses.** They rejected our break relief nurse proposals in four departments that do not get meals and breaks regularly (Clinical Decision Unit, Emergency, MCU, and Women’s Health). In 2017, the Oregon Health Authority declared that buddy breaks exceed staffing ratios and therefore violate Oregon’s Nurse Staffing Law. We propose break relief nurses whose work shifts (0900 – 1700 and 2100 – 0500) would assume complete patient care from each nurse during their 15-minute breaks and lunch periods in these departments. The employer informs us McKenzie-Willamette nurses missed 1,398 meal periods in 2020. We think break relief nurses are the solution in these departments.

- **Night Shift Differential.** They rejected our proposal to raise night shift differentials to 20 percent from 15 percent.

- **Weekend Differential.** The employer rejected our proposal to increase weekend differential to $3/hour from current $2.

- **Low Census Cap.** They rejected our proposal for a low census cap of 75 percent.

Bargaining Attendees in the First 3 1/2 Days!

<table>
<thead>
<tr>
<th>Alesandria Modesto</th>
<th>Elexise Chung (2x)</th>
<th>Kim Grubs</th>
<th>Rhonda Hale (2x)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allie Charboneau</td>
<td>Emma Walker (2x)</td>
<td>Kim Potter</td>
<td>Ryan Young (3x)</td>
</tr>
<tr>
<td>Amanda West</td>
<td>Erin Klein</td>
<td>Kristina Freeman (2x)</td>
<td>Sabrina Capri</td>
</tr>
<tr>
<td>Amy Nevin</td>
<td>Fie McWilliams (4x)</td>
<td>Lainey Rasmussen (3x)</td>
<td>Samantha Phillips (2x)</td>
</tr>
<tr>
<td>Ashley Henson</td>
<td>Francine Stoda (2x)</td>
<td>Laura Hughart (2x)</td>
<td>Sara Brown</td>
</tr>
<tr>
<td>Becky Smith (3x)</td>
<td>Hannah Cain (3x)</td>
<td>Laura Polanco</td>
<td>Sarah Gemmell</td>
</tr>
<tr>
<td>Brandon Koomen</td>
<td>Hannah King (2x)</td>
<td>Lisa Benninger</td>
<td>Shelly Buchanan (2x)</td>
</tr>
<tr>
<td>Breanna Hook (2x)</td>
<td>Heather Differ (2x)</td>
<td>Lisa Sterns</td>
<td>Shonda Freydenl</td>
</tr>
<tr>
<td>Brent Richardson (2x)</td>
<td>Helen Collett</td>
<td>Lori Wood</td>
<td>Six unknown</td>
</tr>
<tr>
<td>Brittany Cartwright (2x)</td>
<td>Helina Salaza</td>
<td>Maggie Delkalb</td>
<td>Sophia Jackson</td>
</tr>
<tr>
<td>Brianna Hook</td>
<td>Holly Browning</td>
<td>Maile Clark (2x)</td>
<td>Stacey St. Germain (3x)</td>
</tr>
<tr>
<td>Chelsea Brown</td>
<td>James Dramer</td>
<td>Maranda Dickerson (2x)</td>
<td>Stephan Lyddane</td>
</tr>
<tr>
<td>Chris Fredrick (2x)</td>
<td>Jamie Carlton (2x)</td>
<td>Margaret Rushton</td>
<td>Stephan Smith (3x)</td>
</tr>
<tr>
<td>Christine Olsen (2x)</td>
<td>Jeanne Kuhnle</td>
<td>Michelle</td>
<td>Stephanie Imholt</td>
</tr>
<tr>
<td>Clarissa Varihue (2x)</td>
<td>Jen Heyroth</td>
<td>Misty Avalos (2x)</td>
<td>Stephanie Lamson</td>
</tr>
<tr>
<td>Claudia Madani (2x)</td>
<td>Jennifer Cave (2x)</td>
<td>Misty Headrick</td>
<td>Stephanie Long</td>
</tr>
<tr>
<td>David Parker</td>
<td>Jennifer Lavin (3x)</td>
<td>Molly Breslaw</td>
<td>Stephanie Reyes</td>
</tr>
<tr>
<td>David Rose</td>
<td>Jessica Green</td>
<td>Natalie Way (3x)</td>
<td>Suzanne Czechowski</td>
</tr>
<tr>
<td>Daysha Mitchell (2x)</td>
<td>Jessica Hayes</td>
<td>Paige Johnson</td>
<td>Sydney Webley (2x)</td>
</tr>
<tr>
<td>Deanne Miller (2x)</td>
<td>Jessica Hunter</td>
<td>Paul Gunderson</td>
<td>Tammy Craig</td>
</tr>
<tr>
<td>Deborah Overholt (2x)</td>
<td>Karissa Rea (3x)</td>
<td>Rachel Merrifield (3x)</td>
<td>Teresa Brown (3x)</td>
</tr>
<tr>
<td>Delaina Shahan</td>
<td>Kathleen Jackson (2x)</td>
<td>Raelynn Radich</td>
<td>Terri Smith</td>
</tr>
<tr>
<td>Dena Eldridge</td>
<td>Katie Binford</td>
<td>Randy McEvers (2x)</td>
<td>Tiffany Clemo (2x)</td>
</tr>
<tr>
<td>Destiny Lacefield</td>
<td>Katie McKirdy</td>
<td>Randy Brown</td>
<td>Tracey Mayfield</td>
</tr>
<tr>
<td>Dominique Wiegman</td>
<td>Keith Hazen-Diehm</td>
<td>Regina Ridenour</td>
<td>Trisha Jensen</td>
</tr>
<tr>
<td>Doreen Noll</td>
<td>Kellie Motowski</td>
<td>Reika Ignatius</td>
<td>Veronica Hernandez</td>
</tr>
<tr>
<td>Drew Wright</td>
<td>Kelly Smart-Fujii</td>
<td>Rein Smith (3x)</td>
<td>Wendy Sanborn</td>
</tr>
</tbody>
</table>
One Wage Scale For 8s/10s & 12s?

Our employer proposed bringing eight- and ten-hour (8s/10s) shift nurses into the 12-hour (12s) wage scale. They propose raising wages for the 8s/10s by 2.1% upon ratification and to the 12-hour wage scale a year later (approximately another 2.1%).

30-Day Contract Extension

Since we are unlikely to complete bargaining by our contract’s expiration date of March 1, 2021, we proposed, and our employer accepted a 30-day contract extension. All contractual provisions will remain in place until March 31.

<table>
<thead>
<tr>
<th>Department</th>
<th>12-hour</th>
<th>8/10 hour</th>
<th>Resource/PRN</th>
<th>Total Number of nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angiography</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Cardiovascular Prep</td>
<td>9</td>
<td>0</td>
<td>0</td>
<td>9</td>
</tr>
<tr>
<td>Cath Lab</td>
<td>0</td>
<td>7</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td>Clinical Decision Unit</td>
<td>10</td>
<td>0</td>
<td>1</td>
<td>11</td>
</tr>
<tr>
<td>Critical Care Unit</td>
<td>41</td>
<td>0</td>
<td>3</td>
<td>44</td>
</tr>
<tr>
<td>Emergency</td>
<td>43</td>
<td>8</td>
<td>10</td>
<td>61</td>
</tr>
<tr>
<td>Endo</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Float Pool</td>
<td>8</td>
<td>1</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>Medical Care Unit</td>
<td>35</td>
<td>3</td>
<td>2</td>
<td>40</td>
</tr>
<tr>
<td>Operating Room</td>
<td>4</td>
<td>9</td>
<td>8</td>
<td>21</td>
</tr>
<tr>
<td>Progressive Care Unit</td>
<td>28</td>
<td>0</td>
<td>2</td>
<td>30</td>
</tr>
<tr>
<td>Recovery Room</td>
<td>0</td>
<td>12</td>
<td>5</td>
<td>17</td>
</tr>
<tr>
<td>Short Stay Unit</td>
<td>0</td>
<td>19</td>
<td>7</td>
<td>26</td>
</tr>
<tr>
<td>Surgical Care Unit</td>
<td>38</td>
<td>0</td>
<td>6</td>
<td>44</td>
</tr>
<tr>
<td>Women’s Health</td>
<td>38</td>
<td>0</td>
<td>8</td>
<td>46</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>255</strong></td>
<td><strong>65</strong></td>
<td><strong>58</strong></td>
<td><strong>378</strong></td>
</tr>
<tr>
<td><strong>PERCENT</strong></td>
<td><strong>67%</strong></td>
<td><strong>17%</strong></td>
<td><strong>15%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Bargaining Dos And Don’ts

- **Do** attend bargaining during your lunch breaks, 15-minute rest periods, and off work.
- **Do** Zoom in from breakrooms, the cafeteria, or the parking lot.
- **Do** visit our website to download the **ONA banner images** (below) to use as your Zoom profile [www.oregonrn.org/MCW](http://www.oregonrn.org/MCW).
- **Do** mute your device and refrain from using Zoom chat.
- **Don’t** Zoom in from the nurse’s station and other public areas.
- **Don’t** attend bargaining when you are working, i.e., providing patient care and performing work tasks!

Join Us For Bargaining

9:00 – 4:30 p.m. Same Zoom login details as before.
- Wednesday, Feb. 24
- Thursday, Feb. 25
- Tuesday, March 2
- Wednesday, March 3

Join Zoom on any device with your browser or download the app in advance.

Meeting ID: **281 030 7587**
Passcode: 6BjRSn

Join from any phone:
(253) 215-8782
Meeting ID: 281 030 7587
Passcode: 070754
Elections Coming Soon

In May 2021, we will hold elections for ONA’s McKenzie-Willamette bargaining unit executive committee. Seven committee members will be elected from those who self-nominate at least thirty days prior.

After the election, the executive committee will select from among themselves a Chair, a Secretary-Treasurer, and other officers they deem necessary.

Any bargaining unit member in good standing may self-nominate, including the current incumbents.

If you know anyone interested, please have them consult our bylaws click here, contact any executive committee member or our labor rep.

We will notify you of the nomination and election dates in the coming weeks.

Our Negotiators Work 144 Hours (So Far)

As of Feb. 12, our bargaining team has worked 144 hours at bargaining-related tasks, including 80 hours preparing for our four negotiation sessions so far. Our team of Curt Stupasky, Crow Bolt and Candy Bigbee are scheduled to spend another 96 hours in four bargaining sessions in an eight-day window: Feb. 23, 24, March 2 and 3.

Since our employer agreed to increase the number of PTO hours, benefited nurses can donate to our team.

Please reserve ten PTO hours so you can donate to our team after ratification.

At the Jan. 8, 2021 meeting, our executive committee approved a seven-year budget, which should take us through two more bargaining cycles. To our knowledge, we are the only ONA bargaining unit with an approved budget, which allows us to maintain our reserve funds for future campaigns.

| MWMC Bargaining Unit Budget Proposal for FY 2020/2021 to FY 2023/2034 |
|-----------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| **INCOME**                  |                 |                 |                 |                 |                 |                 |                 |                 |                 |
| Monthly Dues Rate           | $2.00           | $2.00           | $2.00           | $2.00           | $2.00           | $2.00           | $2.00           | $2.00           | $2.00           |
| # of Members                | 289             | 384             | 403             | 423             | 444             | 466             | 489             | 513             | 539             |
| Total Annual Dues           | $6,936.00       | $9,216.00       | $9,672.00       | $10,152.00      | $10,656.00      | $11,184.00      | $11,736.00      | $12,312.00      | $12,936.00      |
| **EXPENSES**                |                 |                 |                 |                 |                 |                 |                 |                 |                 |
| Conventions/Education       | $1,200.00       | $1,728.00       | $1,813.50       | $1,903.50       | $1,998.00       | $2,097.00       | $2,200.50       | $2,308.50       | $2,425.50       |
| Bargaining Team Stipends    | $3,000.00       | $3,000.00       | $3,000.00       | $3,000.00       | $3,000.00       | $3,000.00       | $3,000.00       | $3,000.00       | $3,000.00       |
| Negotiating Expenses        | $600.00         | $600.00         | $600.00         | $600.00         | $600.00         | $600.00         | $600.00         | $600.00         | $600.00         |
| Meals/Coffee/Amenities      | $1,000.00       | $1,000.00       | $1,000.00       | $1,000.00       | $1,000.00       | $1,000.00       | $1,000.00       | $1,000.00       | $1,000.00       |
| Nurses’ Week                | $1,000.00       | $1,728.00       | $1,813.50       | $1,903.50       | $1,998.00       | $2,097.00       | $2,200.50       | $2,308.50       | $2,425.50       |
| Other                       | $400.00         | $600.00         | $500.00         | $500.00         | $600.00         | $600.00         | $600.00         | $600.00         | $600.00         |
| New Hire Meals/Snacks       | $300.00         | $300.00         | $300.00         | $300.00         | $300.00         | $300.00         | $300.00         | $300.00         | $300.00         |
| Total Annual Expenses       | $7,500.00       | $8,956.00       | $5,427.00       | $5,607.00       | $9,496.00       | $6,094.00       | $6,301.00       | $10,117.00      | $6,751.00       |
| Profit (Loss)               | -$564.00        | $260.00         | $4,245.00       | $4,545.00       | $1,160.00       | $5,090.00       | $5,435.00       | $2,195.00       | $6,185.00       |
| Fund Balance                | $15,960.00      | $16,220.00      | $20,465.00      | $25,010.00      | $26,170.00      | $31,260.00      | $36,695.00      | $38,890.00      | $45,075.00      |
| Funds at end of FY          | $15,960.00      | $16,220.00      | $20,465.00      | $25,010.00      | $26,170.00      | $31,260.00      | $36,695.00      | $38,890.00      | $45,075.00      |

Assumptions: Bargaining Unit Membership increases 5% per year. Bargaining is every 3rd year.
In this article, we continue our overview of bargaining concepts and terms.

In our last newsletter, we conceptualized labor negotiations as more like a marriage than the sale of a single asset (e.g., a house or a car). Another misconception that many people have is that bargaining is only done at the table. Our bargaining team does work hard by listening to nurses, developing and drafting proposals, researching facts and arguments, asking questions of the employer, and trying to resolve the differences.

However, our experience teaches that the best bargaining team, smartest lead negotiator, and well-researched proposals are not enough to move the employer. Instead, when an bargaining unit comes together in visible solidarity actions, the employer responds. To move our employer, we need to show our unity in job actions like wearing buttons/stickers, displaying car signs, showing up at the bargaining table, carrying petitions, sharing selfies/groupies of why we support our proposals, and unity breaks.

The terrific outpouring of nurse unity for the 30 percent who showed up for bargaining has surely pressured the employer. Other examples of our solidarity are the campaigns by the Short Stay Unit (on minimum number off at one time) and Women’s Health, Birth, and Child Center (on mandatory call). We’ve described these actions as well as our accomplishments on grievances and other major cases in past newsletters. When nurses unite, employers move!

Now, we turn to explaining late stage bargaining. Usually at this point, the parties suggest trades or packages to move forward. Trades typically occur when the parties agree to withdraw or accept an offer contingent on the other side withdrawing or accepting another proposal. For example, we might agree to withdraw one of our proposals, if the employer accepts another more highly valued proposal (or withdraw one of their onerous proposals).

Packages are a set of trade proposals, often quite complex. They are usually written and detail which proposals each side will withdraw or accept. These characteristically occur at the 11th hour, the very last stage of bargaining.

Once all proposals remaining on the table have been resolved (by withdrawing or accepting them), the entire agreement is referred to as a Tentative Agreement (TA). At that point, our negotiation committee asks ONA members to ratify. Under our bylaws, only ONA dues-paying members are allowed to vote. Fair share payors (those who pay us an “agency fee” to administer the contract) are ineligible to vote in ratification and any other ONA election. Typically, a bargaining team recommends a “YES” vote for ratification.

Our Webpage is Your One-Stop For Bargaining Information

Check out our [webpage](www.oregonrn.org/MCW), which has all the documents you need to follow bargaining. Besides recent bargaining newsletters and updates, you can find:

- Updated Bargaining tracker.
- Our proposals: Jan 13 & Feb 12.
- The employers proposals from Feb 3 and Feb 12.
- Policies on Medical Hardship Donation of PTO.

812 Hours Of Pandemic Sick Leave

Thanks to ONA’s bargaining the COVID-19 side letter! Nurses at McKenzie-Willamette have used 812 hours of pandemic sick leave, due to the employer quarantining them. Not their own PTO! Our work led to the employer extending the courtesy to all McKenzie-Willamette employees.