McKenzie-Willamette Medical Center (MCW)
Bargaining Update #7
April 5, 2021

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

Analysis of Various Supposals

On mediation day, March 23, our employer moved little. Here we present a summary analysis of the various supposals. A supposal is a creative exploration of possible outcomes, usually a package of trades that do not obligate either side. We ask: “If we do this, will you agree to that?”

Summary of Current Supposals Pay Relative to Sacred Heart

<table>
<thead>
<tr>
<th>Supposals</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>MWMC Supposal - Midday</td>
<td>98,000</td>
<td>286,000</td>
<td>174,000</td>
</tr>
<tr>
<td>ONA Package B - Afternoon</td>
<td>-827,333</td>
<td>-1,016,766</td>
<td>-1,435,871</td>
</tr>
<tr>
<td>MWMC Option A - Late Day</td>
<td>-609,230</td>
<td>-442,875</td>
<td>-264,854</td>
</tr>
<tr>
<td>MWMC Option B - Late Day</td>
<td>-69,000</td>
<td>286,000</td>
<td>486,000</td>
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Presented at March 23, 2021 mediation. For comparison only, if they had the same number of nurses as McKenzie-Willamette with the same distribution of years of experience. Red figures reflect a better proposal for us.

Our analysis presents a comparison that assumes Sacred Heart had the same number of nurses as McKenzie-Willamette with the same distribution across years of experience. Red figures reflect a better proposal for us. We weighted the totals to estimate the number of 8s/10s at each step.

See the supposals here:
MWMC to ONA supposal midday March 23, 2021
Employer’s proposal presented at mediation Option A and B (late day)
ONA package B supposal
Or go to: www.OregonRN.org/MCW and view the links.

ONA’s Membership Event

MWMC Nurses Support our Bargaining Team
Saturday, April 10, 12:00 – 12:30 p.m.
Springfield Lutheran Church in the church parking lot. 1542 I St, Springfield, OR 97477

Nurses only, please!
Special guests, The Jewel Tones, a Eugene-based vocal trio will perform from 11:15 a.m. – Noon and 12:30 – 1:15 p.m. Join us as we create a web of green cord to demonstrate our connectedness.

PLEASE SIGN A PLEDGE CARD. DOWNLOAD ONE HERE.
Wage Parity Prevents Understaffing

If we don’t get competitive wages, we will continue to lose nurses to other hospitals. Position vacancies and holes in the schedule will mount. Nurses will be stretched too thin, with higher patient loads and less than exemplary patient care. A vicious cycle will develop. More nurses will leave. Our understaffing will only exacerbate.

Together, we learn how to move the employer. We know that solidarity is not a simple majority, but a super majority.

Learning How To Move Our Employer

In this round of bargaining, our team continued our civil and professional demeanor with our employer. However, we also know that persistent pressure moves employers. On nurse practice issues and working conditions, we want our employer to consult with us first, BEFORE implementing their plans.

However, corporations rarely like to share power. They want to focus on the bottom line. Nurses care about patients first and foremost. We need to teach our employer that shared governance is better for them and us.

To do that, we need to build power internally first. We need to be a strong union so that our employer sees that nurses support our team! We use escalating tactics to move the employer.

Escalating Job Actions

Over the last few weeks, a snowballing number of nurses have voiced our unity in escalating job actions:

♦ NURSE ACTION #1: Many nurses showed up for bargaining; almost 40% of our bargaining unit attended at least one bargaining session. On Feb. 2, 101 nurses showed up to support our team.

♦ EMPLOYER MOVED: The employer moved in response to our show of strength. We reached tentative agreement on a majority (57%) of our initial proposals, including the best language inONA to fill vacancies by seniority as well as empowering our Staffing Committee and Unit Practice Committees.

Since late February, wages remain a divisive issue. We want competitive wages to Sacred Heart so we can recruit and retain experienced nurses. We remain apart on financial issues.

♦ NURSE ACTION #2: Before the last two days of bargaining on March 2 and 3, we asked nurses to wear ONA buttons and send us selfies explaining why wage parity is

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Escalating Job Actions  (continued from page 2)

essential. On March 1, 90% of nurses in many departments wore buttons, as did many of our coworkers. Also, 140 nurses sent a selfie.

♦ EMPLOYER STONEWALLED: Unfortunately, our employer did not move. They are not listening to us. They don’t think we are serious.

♦ WE AGreed TO BRiNG iN A MEDiATOR: We remain one percent apart on across the board increases and increased standby pay.

♦ NURSE ACTION #3: On March 22, the day before mediation, we asked everyone to green up. Again, the response was tremendous. In most departments, 100% of nurses wore green armbands, hairpieces and scarf caps. Moreover, many of our coworkers supported us by wearing green.

♦ EMPLOYER DIDN’T BUDGE: Our employer came unprepared for mediation and showed little movement.

♦ NURSE ACTION #4: The afternoon of mediation, we asked nurses to email or call our chief executive officer and chief nursing officer. More than 200 nurses responded immediately and asked our local executives to treat nurses fairly.

♦ EMPLOYER INACTION: Our appeals to our local executives did not appear to move the employer. It seems that the corporate executives, based in Tennessee, don’t care about nurses at McKenzie-Willamette!

We have seen increasing numbers of nurses stepping up to support our team. It doesn’t seem to be enough yet. We need those who have not participated to join us!

♦ NURSE ACTION #5: We will offer our first live event on Saturday, April 10. See the information on page 1. We realize the pandemic presents obstacles. We created a safe, convenient event. Let’s show the employer we are serious! Please attend.

When our bargaining team asks you to participate, it is essential to show up. This is our first live event. It is one day in your life where you can improve your working conditions. Our bargaining team needs you to attend!

We have notified our employer about the event. Even though it is on a Saturday, they will be watching. We selected a Saturday because we expect a better turnout than a weekday. We know floor nurses typically work only one weekend in three and nurses in procedural units usually don’t work weekends.

We apologize we couldn’t provide earlier notice. Please make every effort to attend! Or send another nurse in your place.

All attendees must wear masks and observe appropriate social distancing guidelines to ensure a safe and healthy event.

If our April 10 event doesn’t move our employer, we have more job actions prepared for the future. Our toolbox is full of instruments to show the employer that nurses are united!

Near Potter’s Field, Eugene, Oregon. If you want to go fast, go alone. If you want to go far, go together.
Thanks to the 50 plus nurses who attended one of our membership meetings on March 11 and April 2. These meetings provide space for our bargaining team to hear directly from members. Attendees have shared information, ideas and insights from the floor. We need those stories.

Also, our bargaining team has answered many questions about particular proposals, table strategy, and field plans. We’ll continue to hold more of these meetings in the future.

FAQs On Our Now Expired Contract

The contract we bargained in 2017 expired on September 1, 2020. Last summer, we negotiated a six-month rollover which expired on March 1, 2021. All contractual provisions remained and we negotiated a 3.5 percent across the board wage increase. This year, we proposed, and our employer agreed, to a 30-day extension that expired on March 31, 2021.

What does it mean that our contract expired?

Labor contracts differ from other types of other contracts. When a labor contract expires, both parties are still required to abide by existing conditions of the contract. Specifically, an employer must honor the terms of an expired contract while we are bargaining a new successor agreement, including wages, differentials, PTO, and step increases.

Can we still use the grievance process to enforce contractual violations?

Existing grievances continue to use the established process. Unfortunately, the employer is not required to honor new grievances. When bargaining a successor contract, an employer’s failure to honor the conditions of an expired contract constitutes bad faith bargaining under federal law. In that case, a union may file an unfair labor practice complaint with the National Labor Relations Board.

What other contractual conditions change when our contract expires?

Under §19.1, when our contract is fully in force, the hospital cannot lockout employees and our Association cannot organize a work stoppage. Since our contract has expired, these prohibitions are removed and both parties may engage in those activities.

From our contract: 19.1 No strike/no lockout. In view of the importance of the operation of the Hospital’s facilities to the community, the Hospital and Association agree that there shall be no lockouts by the Hospital, and no strikes, sympathy strikes or other interruptions of work by nurses or Association during the term of this Agreement.


It’s Election Time!

Nomination deadline is May 3 for MCW executive committee, staffing committee and PNCC

BARGAINING UNIT EXECUTIVE COMMITTEE

We will be holding elections for ONA executive committee in May as required by our bylaws. Nominations are now open for the seven (7) at-large seats. After the election, the executive committee elect a chairperson and a secretary-treasurer. Current incumbents are eligible to serve again.

Any member in good standing may nominate themself. If you know anyone interested, please have them complete this online Consent to Serve (CTS) form by Monday, May 3, 2021, www.OregonRN.org/MCW-CTS.

The duties and responsibilities of the executive committee can be found in our bylaws. The committee

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decides meeting dates and frequency. Outside of bargaining, the current committee met every six weeks for two to three hours. We strongly suggest that executive committee members become trained as stewards, as they tend to receive calls more frequently than other stewards.

**STAFFING COMMITTEE**

We are seeking motivated nurses to represent your department in our Hospital Nurse Staffing Committee (HNSC). This committee meets at least quarterly to ensure staffing plans meet the requirements of the law. Staffing Committee nurse representatives are paid for meeting time. The employer is required to release Staffing Committee reps from the floor so they can attend the meetings. ONA staff provide educational support, including online training.

Terms are expiring on June 30, 2021, for representatives from these departments: CVOR, ED, Endo, MCU, OR, PACU, and SCU. Current incumbents are eligible to serve again, but must notify our labor rep they are willing to serve. Two positions are open for each department, primary and alternate. We also have vacancies for the alternate positions in CCU, PCU, and Wound Care. Alternates represent their unit when the primary is unable to attend. At that time, they have full voting rights and are paid for attending the meeting. The committee meets monthly on the first Wednesday of the month in the late afternoon.

If you know someone who is interested, please text/call Gary Aguia at 503-444-0690 or via email Aguiar@OregonRN.org by May 3. We are following the procedures set by the ONA/MCW executive committee, which can be found here, or go to: www.OregonRN.org/MCW and view the links.

**PROFESSIONAL NURSING CARE COMMITTEE**

Our Professional Nursing Care Committee (PNCC) advocates to improve patient care and nurse practice. As a contractual committee, PNCC members are paid for meeting time. We have three openings to serve on this committee. If you know a nurse who is interested, please contact Gary Aguiar, labor representative, by text/cell 503-444-0690 or by email at Aguiar@OregonRN.org by May 3.

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**Our Negotiators Work 300+ Hours**

If 30 Nurses Donate 10 Hours of PTO Each, It Will Make Our Team Whole

As of April 2, our bargaining team has worked 302 hours on bargaining-related tasks, more than half of that time (159 hours) at the table. Our team of Curt Stupasky, Crow Bolt and Candy Bigbee began preparing for negotiations last October. They have continued to work hard to engage bargaining. These tasks include

- Developing, researching, and presenting bargaining proposals
- Meeting in our caucus to make strategic decisions on proposals
- Developing and implementing field operations (e.g., rounding, encouraging participation, attending membership meetings)
- Answering questions from members and our field team activists

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FIELD ACTIVISTS SHINE!

Special shout out to all of the nurses who have stepped forward to help with our field actions. Our three texters have been busy once again notifying you all of our April 10 event. Thank you to Jennifer Cave (CDU), Stacey St. Germain (CVPR) and Christine Olsen (WHBCC). They are the diligent nurses ensuring each of you get an individual text about our job actions. If you aren’t receiving our texts, please contact our labor rep.

Another group of nurses spent time handing out brochures to other nurses: Neva Lawrence (ED), Clarissa Varihue (CCU), Teresa Brown (SSU), Karissa Rea (PACU), Sam Crowe (ED), Wendy Sanborn (ED). At shift change, each of them was stationed at an entrance to provide information and answer questions. Thank YOU!

Develop your skills to build a stronger union.

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

Schedule of Available Trainings & Topics

Introductory Steward Training
- Saturday, June 19, 2021
- Tuesday, Sept. 21, 2021
- Thursday, Dec. 9, 2021

Grievance Handling Training
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, Oct. 9, 2021

Building Worksite Power Training
- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021