We have succeeded in growing operations and controlling expenses in recent years. According to data reported by the Oregon Health Authority (OHA), Mercy Medical Center (MMC) had record profits in recent years. Our hospital’s profit, or operating income, was $31.6 million in 2016, the most recent year for which data is available.

While we are not-for-profit operation, each hospital provides financial reports to OHA like an operating business. Operating income, akin to profits, is “total operating revenue” from patient care services less “total operating expenses” of salaries, benefits, supplies, etc.

Profits at Mercy Medical for 2016 nearly tripled our 2010 figures. In the last two years, our hospital has generated nearly $60 million in profits (see chart fig. 1).

To compare hospitals, OHA computes an operating margin which takes account of the size of each hospital’s operations. In 2016, the average operating margin of the state’s sixty hospitals was 4.6 percent as compared to 13.3 percent for Mercy Medical.

Operating margin is a standardized ratio that divides operating income by total operating revenue. Over the last six years, Mercy Medical’s operating margin has exceeded the
OUR WAGES BELOW REGIONAL AVERAGE

Mercy Medical Nurses Earn 6.6 Percent Less Than Nearby Hospitals

Wages at Mercy Medical continue to lag beyond our regional comparators. As the accompany table shows, nurses at our hospital earn an average of 6.6 percent less than the six hospitals in our region. As a result, we continue to face challenges in recruiting and retaining experienced nurses in our community. Nursing is a specialty profession that requires both education and time on the job to become proficient. When nurses leave, it takes years of additional training to develop new hires into strong nurses.

Instead, we should aim to pay comparable wages to encourage nurses to stay in our community and reward those who have been loyal employees for many years. Nurses have many other options for employment in both acute care and clinic settings. As licensed professionals, we are in high demand. Several reports suggest that Oregon will have more than 6,000 unfilled nursing positions in the next five years. We should get ahead of this shortage curve by paying competitive wages to recruit and retain experienced nurses.

Our wages are lower than each of our regional comparators at every year of experience. Mercy Medical’s wages are below each of the six closest hospitals at every level, except nurses with less than two years’ experience earn 30 cents less at Providence Medford Medical Center. Otherwise, all six pay higher wages at every step.

Our Nurses Earn 6.6% Less Than Regional Average!

6,000 unfilled nursing positions in the next five years. We should get ahead of this shortage curve by paying competitive wages to recruit and retain experienced nurses.

Thank you to Kathy Hargate for her many years of service to nurses as an ONA officer. She decided not to seek a formal position this year. However, we are eternally grateful for all her work and effort on behalf of nurses in disciplinary and grievances cases and as a member of our bargaining team! Thanks, Kathy!
Mercy Medical’s Profits Soar (continued from page 1)

In the LAST SIX years, Mercy Medical has ranked in the TOP TEN MOST PROFITABLE of SIXTY Oregon hospitals

state average and the gap has grown substantially over that period as well (see chart).

The OHA data can be used to rank Oregon’s hospitals on operating margin. In 2016, Mercy Medical was the fourth most profitable hospital in Oregon. Moreover, our employer has consistently ranked in the top ten most profitable hospitals in the last six years.

Clearly, the collective efforts of all employees have created these record profits. We applaud everyone’s efforts on behalf of our patients to provide exemplary care in a fiscally prudent manner. Now, we think it is time for the hospital to reward the nurses and other caregivers with a significant pay increase.
WATCH FOR OUR PRE-BARGAINING SURVEY

Our contract provided for across the board wage increases of 2.5 percent in Oct. 2016 and 2.5 percent in Oct. 2017.

At that time, we agreed to negotiate wage increases for Oct. 2018 and Oct. 2019 in the middle of our contract. During this wage reopener, we will bargain only wages with our employer. We anticipate arranging bargaining dates for Spring 2018 soon. Please support our negotiators by encouraging other nurses to attend the bargaining session!

Trish Hayes and Carolyn Starnes were recently elected as our new bargaining unit co-chairs. Su Mellor joins them in our Executive Committee as Grievance Chair. The position of Secretary-Treasurer is currently vacant. If you are interested, please contact an officer or our labor rep.

2018 Convention and House of Delegates

Wednesday, April 18 - Friday, April 20
The Riverhouse on the Deschutes, Bend, OR

The Oregon Nurses Association (ONA) invites you to attend ONA’s Convention and House of Delegates in beautiful Bend, OR, April 18-20, 2018. Join nurses from across the state to learn from national and state leaders, decide ONA’s official positions, and determine your organization’s future.

ONA’s 2018 Convention is a three-day event featuring nationally recognized speakers, workshops, panels, discussions, and continuing education. This year’s event will be centered around how nurses can effectively advocate for patients and colleagues in the workplace and in the community.

Visit www.OregonRN.org/event/2018Convention to register for the Convention and select your sessions. Workshop space is limited, so register today!

www.OregonRN.org/event/2018Convention