At our bargaining session on May 25, our team felt both sides were progressing to an agreement. However, Mercy Medical Center (MMC) inquired whether we should bring in a mediator to help us. Our team respectfully responded that we should have at least one more full-day session prior to entering into mediation. Our team feels that the two brief sessions were conducted in a respectful manner. We feel we should not delay negotiations at this point to schedule a session with a busy Federal Mediator from Portland. They have agreed to hold one full-day mediation session on Monday, July 30, from 0830-1700 in the Board Room.

During the first two bargaining sessions, we had 22 nurses observe our negotiations. Having non-team members attend had a huge impact and your support moved the employer to increase their offer. We need everyone to show support in order to achieve what we all want: an average wage for the hard work that we do! Please attend our next bargaining session Monday, July 30, from 0830-1700 in the Board Room, even for just a brief time, to observe and show support. If you are unable to attend due to work or another conflict, we will be asking you to sign a pledge of support. Ask a member of the team or your unit representative how you can help!

Q: What is mediation?

A: Mediation is the form of dispute-resolution established by the National Labor Relations Act (NLRA) to assist
employers and employees in reaching agreement prior to taking action resulting in a work stoppage (strike).

**Q: Can a mediator force us into an agreement with the hospital?**

A: No. A mediators’ primary responsibility is to encourage both parties to reach an agreement but they cannot force either party to agree to anything.

**Q: What happens if we can’t reach an agreement even with the help of a mediator?**

A: If we cannot reach an amenable agreement then the hospital may issue a final offer and we will be forced to vote on whether to accept it or not. In the event that we reject their final offer, the hospital has the right to implement their final offer and our only recourse is to take action.

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**New Labor Representative Courtney Niebel**

Courtney Niebel, an experienced Oregon Nurses Association (ONA) Labor Relations Representative, recently was assigned to represent Mercy Medical Center nurses. She joined the ONA in 2005 as an external organizer and worked to organize our own Mercy Nurses, assisted with negotiating our first contract and initial implementation. For eight years she represented the nurses at Oregon Health & Sciences University and for the past three years she represented the nurses in the St. Charles Health System in Central Oregon. She has returned to the valley and plans to live in Cottage Grove where she was born and raised.

Courtney is immediately taking over as our representative; Gary Aguiar will continue to bargain over wages with the Hospital. She is excited to return to the Mercy ONA team!

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Attend an ONA Steward Training

**Saturday, Aug. 4**
**OR**
**Saturday, Aug. 11**
Both days are 9:00 a.m.—1:30 p.m.

Do you have questions about how you are treated by your employer? Do you know of opportunities for nurses to understand your rights under our contract?

Our workshops teach you **how to organize and focus nurse power**!

This curriculum is our exciting steward training material. However, nurses are NOT obligated to sign up as a steward to attend. We want as many nurses as possible to understand their rights and how we function. Decide later, if you want to serve as a steward.

**PLEASE RSVP ONE WEEK IN ADVANCE** by texting or calling Gary Aguiar, ONA Labor Relations Representative at 503-444-0690 or by e-mail at Aguiar@OregonRN.org.
Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the Nurse Leadership Institute (NLI).

The ONA NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

2018-2019 Schedule

There are six sessions taking place over a seven-month period. Participants are expected to attend all sessions in their entirety.

<table>
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<th>Session</th>
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| Session #1| Friday, Sept. 14 (evening only)  
Saturday, Sept. 15  
Sunday, Sept. 16 |
| Session #2| Friday, Oct. 26               |
| Session #3| Saturday, Dec. 8              |
| Session #4| Friday, Jan. 18               |
| Session #5| Saturday, March 2             |
| Session #6| Saturday, April 13  
Sunday, April 14 |

Applications are due by Aug. 3. Visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI