Mercy Nurses United (MNU)  
Bargaining Update #1  
June 19, 2020

Negotiations Have Begun

After being delayed due to COVID, your Oregon Nurses Association (ONA)-Mercy Nurses United (MNU) bargaining team met with management to begin negotiations on Wednesday, June 17.

We will continue to meet weekly on Wednesdays throughout June and July except for July 1 because of scheduling conflicts due to the holiday. The sessions will be held in conference rooms A & B. You are invited to come and observe the process any time!

The first session was focused on establishing ground rules for the bargaining process. We discussed the possibility of utilizing the Interest Based Bargaining (IBB) process for certain topics that both parties have identified as issues we will need to address.

The IBB process is designed to be a more collaborative, rather than contentious. IBB allows parties to jointly and openly share their interests, brainstorm solutions and reach consensus.

Since our contract is set to expire June 30, we have agreed to an extension which maintains our current contract through September, unless we are able to reach agreement earlier.

Stay tuned for details on upcoming informational sessions where the bargaining team will share any further progress and answer any questions you may have.

Proposals Exchanged on June 17

- MNU-ONA presented an Article 1 proposal that would return the Foundation Nurses to our bargaining unit and eliminate the ability to opt-out of membership.

- Mercy proposed a minor change in Article 2.4 to reflect current practice of MNU-ONA providing copies of the contract to new hires rather than the hospital doing so.

- Mercy proposed deleting language in Article 6.1.6 requiring managers to inform nurses of their right to representation in any meeting that could potentially lead to discipline (investigatory meetings) and replacing it with a statement that nurses have the right to representation.

- Mercy proposed deleting language in Article 8.4 that limits shift lengths to 8, 10 or 12 hours so that they may post positions with shifts of shorter length.

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Proposals Exchanged on June 17  (continued from page 1)

- Mercy proposed deleting language in Article 8.4.2 which allows nurses to rescind their core schedule with 30 days’ notice.

- Mercy proposed reducing the length of time that they have to call you off for a scheduled shift from two hours to 90 minutes in Article 8.14 and add language clarifying that they are able to require a nurse receiving the minimum two-hour report pay to work for the time that they are being paid.

- Mercy proposed deletion of Article 8.18 which allows a nurse who has worked callback to request the following day off. Mercy would prefer this language be captured in the Letters of Agreement related to mandatory call rather than in the main contract.

- Mercy proposed changes to Article 14.1 Performance Appraisal to reflect the current practice of holding appraisals during the open evaluation period and delete the language requiring management to provide the nurse with a copy of their evaluation because they are available in Workday for the nurse to access.

Two TAs Reached

- We agreed to proposed changes in Article 2.4 reflecting the current practice of an Association representative providing copies of the contract to new hires.

- We agreed to alter Article 14.1 to reflect the current practice of Performance Appraisals being done during the open evaluation period and altered the language to ensure nurses may still request a copy of their Performance Appraisal.

MNU-ONA Facebook

Join the MNU-ONA Facebook page to stay informed!

Throughout negotiations we will use the MNU-ONA Facebook page to post real-time information about what is happening at the bargaining table, ask for input on your experiences to better inform our negotiating team and seek your advice on how to respond to specific proposals.

To make sure that you stay involved throughout bargaining find the “MNU-ONA” Group on Facebook and request to join today! We will verify that you are an ONA member at Mercy and approve the request.

We currently have 131 nurses in the group but we would like to see everyone join during negotiations!

The Contract Action Team (CAT) Wants You!

We are seeking nurses from every unit and every shift to join the MNU-ONA Contract Action Team (CAT).

The CAT will be responsible for ensuring a flow of communication to and from the bargaining team throughout negotiations.

It is a minimal time commitment and

the position is only active during negotiations. Support your bargaining team and coworkers by joining the CAT today!

To volunteer, please contact Courtney Niebel at Niebel@OregonRN.org.