Mercy Calls for Mediation

As many of you may have seen on our Facebook Live post, negotiations broke down when Deb Boswell, CNO, stated that she felt the ONA/Mercy Medical Center (MMC) bargaining team was misrepresenting management’s proposals. After ten bargaining sessions, we have been unable to reach agreement and have agreed to enter into mediation.

Mediation is a voluntary process that brings a neutral third party into negotiations as a facilitator. A mediator is assigned by The Federal Mediation and Conciliation Service (FMCS), an independent agency of the federal government whose mission is to preserve and promote labor-management peace and cooperation in accordance with the National Labor Relations Act (NLRA).

The mediator will assist us in reaching agreement by facilitating discussions to improve the bargaining process. Mediation may or may not lead to an agreement between the parties and the mediator has no authority to impose an agreement upon either party.

Outstanding priority issues that are still on the table as we head into mediation include:

- Core schedule alterations: When and how they can happen
- No shift trades before the schedule is posted
- Late starts
- Recruitment and retention: wages and shift differentials
- Staffing: Extra shift incentive, LOAs for mandatory call units

For a complete summary of all proposals and tentative agreements reached to date, as well as a review of each parties’ position is available on the floor, at our Facebook page and posted on our webpage at www.OregonRN.org/page/71.

SOLIDARITY SCRUB MONDAYS Please wear black scrubs every Monday to show solidarity with our bargaining team and mourn the passage of bargaining into mediation!

STICKERS Look for a themed sticker (roughly) each week to generate conversation about our priority issues. Post your sticker ideas on our Facebook page!

STAY ENGAGED More actions to come as mediation progresses, stay tuned!
United We Fight, Divided We Fail: We Are ONA!

Our success in these ONA/MMC negotiations is not based on our ability to make good arguments at the table or in garnering public attention to the issues we’re fighting for. Rather, our success is rooted in the average nurse’s willingness to be involved in the process. By participating in actions that support our negotiations, we send the message to Mercy administration that nurses care about the issues we’re negotiating over, that we are united as a group and that we are willing to fight to protect what we currently have and achieve something better.

If nurses are not willing to participate in ONA actions, our ONA bargaining team will have little choice but to accept whatever the hospital decides to give us. We appreciate all the nurses who have worn solidarity scrubs and stickers as requested by our bargaining team. We need everyone engaged and involved to move Mercy to a fair deal!

Join the MNU-ONA Facebook Page to Stay Informed!

Throughout negotiations we will use the Mercy Nurses United (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.