Negotiations on Aug. 17: Homewood Suites

Session Started at 10:38 a.m.!

Though the RN bargaining team was at the table with prints and laptops at the start time of 9 a.m. Asante did not reach the table until 10:38 a.m. because they were printing the entire contract at the hospital with copies for everyone at the table without sharing the electronic version. This is the 4th full printing of the contract Jacki has proposed to the table and certainly will not be the last and we can’t understand why they aren’t printing the night before! This feels very disrespectful!
Asante Rogue Regional Medical Center (ARRMC) Bargaining Update

ONA@RRMC countered to:
Article 6, 15, Exhibit E and response to the Asante Women's and Children's proposal.

To view these articles please visit the ONA@RRMC web page: https://www.oregonrn.org/page/arrmc

Wages and Compensation - Priorities?

Asante Counter Exhibit A

Premiums:
- Charge: $4.00
- Hospice: $3.50
- Operating Room Team Leaders: $4.00
- Preceptor/Mentor: $2.10
- BSN: $1.25
- Critical Care Outreach Nurse: $4.00
- Nursing Resource Team: $5.00

Asante Counter Exhibit D
(Please See Table)

- $2.50 initial wage increase upon ratification
- 2% each additional year

EXHIBIT D – WAGE RATES
September 30, 2023 through September 30, 2026

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Effective dates indicate first full pay period of month listed.

Response to Counter Exhibits:
- Misha Hernandez: This is extremely low - like 2016 low.
- Jacki Damn: We are reacting to your initial proposal and came in low.
- Joseph Sasser: This is nowhere near the CNI Cost of living COLA level.
- Jacki Damn: “The more we put in premiums, the less we put in across the board. You have asked for a lot at the table and you need to prioritize what you are asking for.”
Asante says ONA at RRMC has an Inaccurate perceptions of its Health Care

The Administration responded to all articles on the table, except for Article 13 - Health Care.

ONA proposed Article 13 - Health Care on August 4 which involved Fred Katz, Heather Hicks, and Misha Hernandez reading multiple testimonies from the bargaining unit which described issues such as:

- Doctors being moved tiers without notifications out of tier
- Denial of care
- Inaccessibility to care
- Extremely high deductibles- causing high out of pocket costs on top of premiums
- Demoralized and frustrated workforce due to having such a difficult to manage and inaccessible health care experience
- Nurses leaving Asante to work for Providence Medford or the VA for significantly more affordable and better health care
- Albertsons, social workers for Jackson County, letter carriers, garbage men, and public school employees all have better health care insurance than Asante

Jacki Damn stated that the information proposed by the ONA bargaining team was based on inaccuracies. The ONA table responded to Jacki’s statement by clarifying that the testimonials were not concepts and ideas, but actual experiences of their employees with evidence including emails and rejection letters. The factual real life experiences are not about being “inaccurate” it is about responding to a health care system that does not work for its employees.

In response to the health care proposal Asante is asking Asante health care administrators. Andrew Porter and Barbara McClung to come and explain the inaccuracies of the testimonies we brought forth last week. They will be presenting from 10 a.m. to noon at the Hilton Garden Inn meeting room on Tuesday.
Next Bargaining Session

**Tuesday, August 22**
10 a.m.
Hilton Garden Inn

Bring your testimonies and experiences and join us for this presentation. We will have the new ONA at RRMC signs to hand out!