“We have made significant movement on all differentials across the articles. The fact that remains is this, even though we have made significant movement in the hopes of them moving upwards on base pay, they have not made any movement at all on anything. We have moved double digit percentages, while the administration has moved barely a single digit of percentage. The clear message is this: They don’t want to negotiate and don’t want to pay anything. Plain and simple.

The negotiation team has been working diligently and tirelessly to make movement and show priorities on health care and on wages, but the proposals have fallen on deaf ears.

Now is the time for all of us to stand our ground, stand together, and to push back. Especially if we want to get anything comparable to what other hospitals in the state are getting.

- Andrew Farina, RN, OR
Negotiating team member
Negotiations on Sept. 19: Hilton Garden Inn
continued from page 1

**SOLIDARITY RALLY!**
The pre-negotiation solidarity rally was a success.
Medford City Councilor Sarah Spansail and Rebecca Pearson, ED of Rogue Action Center, showed up bright and early in support along with ONA membership chair and ONA negotiating team member, Meagan Pereara, and ONA negotiating team member, Joseph Sasser.

**THE BARGAINING SESSION STARTED AT 9:20 A.M.**

**ASANTE PROPOSED COUNTERS FOR:**
- **ARTICLE 6** - HOURS OF WORK
- **ARTICLE 7** - WORK ASSIGNMENTS AND FLOATING
- **ARTICLE 9** - ETO
- **ARTICLE 10** - HOLIDAYS
- **ARTICLE 12** - LEAVES OF ABSENCE
- **EXHIBIT A** - ECONOMICS
- **EXHIBIT C** - HOSPICE AGREEMENT
- **EXHIBIT D** - WAGES: Offered $4 wage increase and then COLA 2.5 percent, 2.5 percent

To view these articles, please visit the ONA @ RRMC webpage: [OregonRN.org/ARRMC](http://OregonRN.org/ARRMC)

**EXHIBIT D – WAGE RATES**

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Effective dates indicate first full pay period of month listed.

**ONA PROPOSED COUNTERS FOR:**
- **ARTICLE 1** - RECOGNITION AND DEFINITIONS
- **ARTICLE 9** - ETO
- **ARTICLE 10** - HOLIDAYS
- **ARTICLE 12** - LEAVES OF ABSENCE
- **EXHIBIT C** - HOSPICE AGREEMENT

**TENTATIVE AGREEMENT:**
- **ARTICLE 1** - RECOGNITION AND DEFINITIONS
- **ARTICLE 9** - ETO
- **EXHIBIT C** - HOSPICE AGREEMENT
Asante Rogue Regional Medical Center (ARRMC) Bargaining Update

October Negotiation Dates
Date: Wednesday, Oct. 11 & Tuesday, Oct. 26
Location: TBA

Solidarity Action
Wear black scrubs on negotiating dates!
Signs and stickers will be available for yards and businesses.

Negotiating Team Member and Chair of ONA/RRMC
Fred Katz Statement

“As we move through the articles, there has certainly been some back and forth. Some positive language has been agreed upon, moving our contract toward better clarity and keeping in line with our union values.

We are urging the hospital to move toward improving their health care benefits and staying in step with other bargaining units throughout the state in terms of economics. We feel that we have moved significantly without corresponding motion from the other side of the table in terms of economics which has been both frustrating and has eroded trust at the table.

We continue to work on moving forward and in good faith have added 2 days in October. We seek more insight and truth in terms of the hospital's claims of economic hardship but ultimately feel that the bargaining unit has been holding up its end of the bargain, working short staffed over the last 3 years.

It's time to shift monetary concerns and responsibility elsewhere!

We need to continue to be competitive in order to attract and retain essential workers, those who serve our patients day after day. We need to provide health care which is both affordable and accessible, where the consumer has a working relationship with their provider (is that too much to ask for?). We pay into the system, we should have a say in what our expectations for the delivery of care looks like, with reasonable out-of-pocket costs.

We were appreciative of those who came out for our impromptu rally. It is clear that we need to reach a greater percentage of our BU with a message of solidarity and strength through unity and sacrifice if are going to be successful.”

Fred Katz

Negotiating Team Member and Chair of ONA/RRMC
Fred Katz Statement

Some of you may have received texts that there would be a strike in Southern Oregon in October. As there are multiple strikes in Oregon, you or your co-workers may be recruited to cross picket lines. We adamantly urge you and travelers not to cross picket lines. If there were no strike breakers, there would be no strikes. Negotiations would move faster and the whole profession of nursing would be greatly improved.

Strike Breakers

Blackout Dates

By now you have seen the blackout dates proposed for the tower move. If you already had ETO granted during the blackout dates and there are issues, please send your labor representative, Misha Hernandez, a text at 541-210-4905, email at Hernandez@OregonRN.org and/or CC her onto any communications with your management.

The management has been working with nurses to make exceptions when needed.
Get Involved

Be a point person in the negotiations campaign by joining your Contract Action Team (CAT)!
Contact your labor representative, Misha Hernandez, if you are interested, Hernandez@OregonRN.org or text 541-210-4905.

Sept./Oct. Bargaining Schedule

Stay updated on:
- Proposals online: https://www.oregonrn.org/page/armc
- Facebook: https://www.facebook.com/groups/ONAatRRMC
- Instagram: ONA@RRMC

Bargaining Schedule:
- Tuesday, September 26 - 9 a.m. to 5 p.m.
- Wednesday, October 11 - TBA
- Thursday, October 26 - TBA

Stay updated on:
- Proposals online: https://www.oregonrn.org/page/armc
- Facebook: https://www.facebook.com/groups/ONAatRRMC
- Instagram: ONA@RRMC

Staffing Law Virtual Forums

Beginning Sept. 12, ONA will host virtual Q & A forums every other Tuesday at 4 p.m. This is a great venue for all members, especially staffing committee and unit based reps, to share what they are hearing from management and strategize ways to improve working conditions and patient care with other members and ONA staff.

Visit oregonrn.org/staffing-law-forums for more details!

Next Negotiations

Date: Tuesday, Sept. 26
Time: 9:00 a.m.
Location: Hilton Garden Inn
Join us between 8 and 9 a.m. for coffee and donuts.