Tentative Agreement Reached!

Asante At the Table
- Amanda Kotler
- Cassie Porter
- Alicia Lorenz
- Staci Sparks
- Sarah Hilyar
- Jacki Damm, Counsel

ONA At the Table
- Keith Coddington, RN CCU
- Meagan Periera, RN NICU
- Fred Katz RN, HHH
- Andrew Farina, RN OR
- Joseph Sasser, RN Medsurg

Federal Mediator: Darrell Clark, Commissioner, Federal Mediation & Conciliation Services

“The last year of preparing and negotiating has been long, exhausting, difficult, but overall productive. The negotiation team worked tirelessly to develop proposals that we felt represented the current environment of health care. We sat and listened as the hospital told us we were out of touch with the financial situation and exaggerating the employees' issues with our insurance. We brought forth issues around scheduling and making sure the hospital prioritizes core staff and not the travelers. The team knew that our benefits and compensation package were important to the bargaining unit. We brought forward statements from many

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Asante Rogue Regional Medical Center (ARRMC) Bargaining Update

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The morning began with the negotiation team meeting at 7:30 a.m. The mediated session started at 9 a.m. and continued until 4 a.m. in the morning when we agreed to a tentative agreement!

These were the articles that were negotiated over the 19-hour session.

- Article 6 - Hours of Work
- Article 7 - Work Assignments and Floating
- Article 10 - Holidays
- Article 13 - Benefits
- Women & Childrens Proposal
- Exhibit A - Economics
- Exhibit D - Wage Rates

The federal mediator, Darrel Clark, met with both groups together once and then again throughout the night and into the early morning as we passed articles back and forth, making counters and concessions. After a long and frustrating night, there was some significant movement at 2 a.m. Ultimately, we came to the final resolution at 4 a.m. at the Hilton Garden Inn.

The ONA negotiation team feels strongly that they have many wins and few losses in this contract. The goal of the negotiating team was to address and stabilize the staffing crisis by raising wages to a competitive rate and creating an environment where core staff are the priority. The goal was to reach parity with Saint Charles Bend with the $10 base wage increase and higher differentials. The team started at $15 an hour for a base wage increase, and the Asante side started at $2 an hour, so the negotiation to raise to $10 was a hard-won victory.

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Negotiations Recap

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Negotiations Recap  continued from page 2

Wins:

- $10.00 unilateral base wage increase with retro pay to expiration of the collective bargaining agreement (CBA) (September 30) upon ratification and a 4% cost of living increase in 2024 and 2025.

- Record-setting increases in differentials, night shift, and procedural call will help recruit, respect, and retain nurses at RRMC.
  - Charge $6
  - Hospice Case Manager: $6
  - Operating Room Team Lead: $6
  - Preceptor/Mentor $2.50
  - Critical Care Outreach Nurse $6
  - Nursing Resource Team: $6
  - Night shift: $10
  - Weekends $2.50
  - Scheduled procedural standby rates per RN, per month:
    - 0–30 hours = $12
    - 31 - 60 hours = $13
    - 61-90 hours = $14
    - 91-120 hours = $15
    - 120 plus hours = $16
  - Closed unit wins for: WCS, and Critical Care service lines, as well as establishing clarity for RN’s at the Cancer Heimann Center and the new Black Oak urgent care center within the CBA.

- Stand alone unit wins for IRC.

- Limit all Travelers and foreign Agency RNs to 10% of the bargaining unit at any time.

- Travel/Agency RNs who work beyond twelve (12) cumulative months per eighteen (18) month period providing direct patient care duties in the Hospital will be required to accept a staff position and will be held to the membership of collective agreement.

- Floating language that defines core staff and NRTs and dedicates priority to schedule before Agency RNs.

- Extra Shift incentive base: ASI = $30.00 and CNI = $25.00. ASI-7 shifts can be paid for any hours worked. If an RN reduces hours, they will have access to the extra shifts after 6 months (down from 9 months). The ONA Executive Committee will negotiate higher rates as an MOU agreement when needed, as they have for the last three years.

- Any recognized holiday will be paid double time if a nurse is called in from a procedural standby.

- Reduced hours to qualify for the annual step increase: .50 FTE/part time nurse

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Negotiations Recap  

Continued from page 2

**hours will now qualify for an annual increase in steps.**

- Increased investment in the workforce with a higher rate of funds put towards education and reimbursement in the ONA scholarship fund and ARRMC reimbursements.

- No more unpaid suspensions, only paid administrative leave for investigations.

- Greater language and structure around discipline and the grievance process in Article 16 and 17. Coaching cannot be disciplinary and just cause will be upheld.

- Systemwide benefits council to address concern around the Asante health plan with five seats for ONA RNs.

- Increased clarity in the payroll process and accessibility to assistance.

**EXHIBIT D – WAGE RATES**

**September 30, 2023 through September 30, 2026**

**October 1, 2023 through October 1, 2026**

**Job Code 516 Wage Rates**

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Effective dates indicate first full pay period of month listed.
Negotiations Recap  continued from page 4

**LOSSES**

- Unable to improve the cost and accessibility of the Asante health care plan
- Unable to win more Holidays

**OTHER UPDATES**

The negotiating team and officers of ONA@RRMC read all of your letters and testimonials and repeatedly advocated for making adjustments to the health care plan to retain and better serve the RNs of Asante. However, it was an issue that the administration would not move on. The officers are determined to approach the difficulties in Asante health care through every avenue possible and win a better contract in 2026 for everyone.

There are five seats for RNs on the newly defined benefits committee. Those spots will be filled to actively advocate for better health care for all of Asante. Please get involved!

The full contract, otherwise known as the **RED LINE** will be out on the RRMC ONA page and ready for the bargaining RNs to review this week. The ONA negotiating team and the Asante lawyer are still finalizing a few edits. There will be a ratification vote next week, the exact date to be announced. Texts, emails, and social media links will be provided to help access the vote.

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**Stay Up to Date!**

Online at: [https://www.oregonrn.org/arrmc](https://www.oregonrn.org/arrmc)

[https://www.facebook.com/groups/ONAatRRMC](https://www.facebook.com/groups/ONAatRRMC)

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**ONA Has A New Voting System!**

Your voice is your power. To help ensure your voice is heard in local elections, contract ratification votes, and even strike votes, ONA is excited to move forward with a new, easier-to-use electronic voting system that allows members to vote via email and text message while maintaining the highest level of privacy and integrity.

During a vote, a unique link is sent to every eligible voter directly via email and/or text message. BUT...

To receive future voting links via text message, you must opt-in to receiving ONA text messages first! Make sure your voice can be heard during your next election and visit [www.OregonRN.org/Update](http://www.OregonRN.org/Update) to update your contact information and opt-in for emails and text messages.