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Negotiation Committee

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Session Five is Complete

We have completed five of the eight scheduled negotiation sessions before the contract expires on June 30, 2017. The Hospital shared their financial counterproposal on Sunday, June 4. We are very disappointed that they came to the table with a one percent wage increase for 2017 and that we should meet to negotiate wages and benefits again next year for 2018 and 2019, with no guaranteed minimum increase. While everyone is concerned about an uncertain future, we believe that putting off a financial commitment of any kind until next year is unreasonable.

The future of healthcare is a concern for the entire nation and those concerns have to be managed. Asking nurses to shoulder the entire burden of the unknown is again, unreasonable. Nurses who attended this bargaining session as observers on their own time

—as well as those who have heard about the proposal—are angry with the financial proposal, especially with all of the other proposed takeaways and the Hospital's refusal to even agree to free parking as a contractual benefit.

For transparency's sake, the Hospital did agree to our initial proposal that there should be a BSN differential and there should also be a differential for the Nursing Resource Team nurses, although the dollar amounts for those differentials are different than what we had initially proposed.

We meet again on Wednesday, June 14 for our sixth session. Your support is even more important as we move forward. Please join us for this session, listen to the [*Put Some Pressure On IT!!!*](#) [podcast](#) and read the newsletter updates. Let us know what you think about the offers.

SAVE THE DATE!

Join our ONA negotiators for an update on how negotiations are going and give input on how you want us to move forward.

Join us:

Holmes Park, S. Modoc Ave
Medford, OR 97504
June 25 from 2–4 p.m.
Families welcome!

Oregon
Nurses Make
A Difference

Oregon Nurses Association

18765 SW Boones Ferry Road
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1-800-634-3552 within Oregon
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Opening Proposals from the Hospital are only Takeaways

The opening proposals from the hospital included the following takeaways from our current contract language:

Article 1.2., F Removes language to allow alternate week (aligns with current practice).

Article 1.2., O Removes domestic partner (Oregon law now allows same-sex marriage; original language was intended to give equality to same-sex partners when marriage was still illegal).

Article 6.4 Breastfeeding break time. Move to match policy which would eliminate current practice of pay for additional break time allowed by law.

Article 8.4 Change language to make seniority the tie-breaker for job bidding rather than recognizing qualified senior nurses first.

Article 9.3 Decreasing the ETO accrual rate for 0.9 FTE nurses to meet the minimum standards set by the Oregon Sick Leave Law.

Article 11.1 Eliminating the EST benefit as currently stipulated in the contract and replacing the plan with the one offered by all other comparable employees.

Article 13.4 Eliminate the information about the insurance plans including premium increase caps from the contract.

Article 14.4 Increase the employment requirement from six months to one year before being eligible for tuition reimbursements at institutes of higher learning.

Article 14.5 Implement mandatory physical attendance of 80% staff meetings as a contractual obligation with the possibility of disciplinary action for failure to meet the 80% minimum limit.

Article 15.1 Decrease by half the number times the PNCC meets (the updated proposal allows the team to continue to meet monthly while allowing administrative leaders to attend only every other month).

Article 16.6 Eliminate the ability to grieve or arbitrate one's evaluation.

Appendix A.12.10 Discuss disqualifying Code 2 nurses from ASI 7 shifts if they wait until such compensation is an option.

Exhibit E Eliminate the Oregon Staffing Law as a reference from the contract.

STAY IN THE KNOW!

Monthly Executive Committee Meetings

Bargaining unit members are invited to join us at the monthly Executive Committee meetings held on the first Wednesday of each month in the Smullin Center, Room 108 from 7:30 to 9 p.m.

Join us!