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Final Date of Pre-Scheduled Negotiations Passed, No Agreement Reached

Our teams met for the eighth and final pre-scheduled negotiation session. The Rogue Regional Medical Center (RRMC) administration team made it clear that they have moved as far as they are willing to go with regard to the non-economic issues. They proposed wage increases of one and a half percent for each year of the contract and indicated they still had a small amount of room to move on wages. We have agreed to an additional negotiation date of July 7, 2017, with the goal of reaching a recommended agreement. We also agreed to reach out to the federal mediator to potentially schedule mediation dates.

In review of the process we have been disappointed that RRMC has not initiated a single improvement to working conditions, recruitment efforts, or our ability to retain our nurses. Rather, they initiated takeaways from what we currently have.

We appreciate their movement to support the improvements we proposed, such as new language regarding Nursing Resource Team (NRT) and outreach nurse positions, new differentials for Bachelors of Science Nursing (BSN) and NRT nurses, increased differentials for preceptors and evening shifts, inclusion of a nursing residency program, inclusion of a summer bonus program,

willingness to pay for initial mandatory certifications for new grad and residency nurses, and clear language which allows nurses to sign up for Advanced Shift Incentive/ Critical Need Incentive (ASI/CNI) shifts on units other than their primary units if they are qualified and after everyone on the home unit staff has had the primary opportunity to sign up for those shifts.

Their proposals have included decreases to Earned Time Off (ETO) accrual for some nurses, replacing the Earned Sick Time (EST) plan with an Employer Sponsored Disability Plan (ESDP) with lower accrual rates for some nurses, increasing the required length of employment before you can access the tuition reimbursement money, removing the staffing law language from the contract in its entirety, no significant changes to the failed buddy system for meal and break relief, mandatory attendance at staff meetings, disagreement with providing information to the staffing committee that we believe is critically needed and comparing our wages with hospitals that are a quarter of our size and that do not offer the services we offer at RRMC.

At a time when we expect to see many nurses retire and it has been reported that fewer people are entering the nursing field, it is challenging to

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understand how the hospital intends to remain competitive in recruiting new nurses to RRMCC. We are already experiencing this shortage; for example, the hospital is offering significant bonuses for surgery and cath lab trained nurses with many of those positions remaining unfilled for more than a year.

We ask that you share your concerns with your managers, directors, administration leaders, and board of directors. RRMCC has told us for the past four years in a row that they are one of the top fifteen hospitals in the country because of us. It's time to really recognize that effort and reach a recommended agreement. The operating margin for RRMCC has been exceptional for the past two years and better than average for an additional three years. While we understand the Asante system operating margin has not been quite as robust, the work we do as nurses at RRMCC has supported significant gains for this institution and deserves to be recognized appropriately.

We Need Your Guidance!

Complete the short survey on the ONA website starting July 1 through July 6.

This is *YOUR* contract and your guidance directs our actions at the negotiation table.

<https://www.surveymonkey.com/r/RRMCCNegotiationIssues>

Join Us!

Friday, June 30 from 1730-2030 at Smullin Center in the small auditorium for a bargaining update. We will be discussing next steps as our contract will expire. We will be highlighting our potential gains and losses during these negotiations.

Pick up your sign to show you support our ONA nurses and a fair contract!