ONA At RRMC Stands Against Racism

ONA At RRMC Stands in Solidarity Against Racism

Nurses throughout history have been found at the front lines of social transformation, committing us to advocating for change towards the endeavor of achieving health equity. The ONA bargaining unit at RRMC recognizes the recent injustice in the death of George Floyd as a part of the ongoing legacy of racism. We also recognize the public health crisis created by racism and the ongoing need for fundamental transformation to ensure equal protection under the law and prevention of discrimination in all forms.

In order to appropriately address this issue we must call attention to the glaring health inequalities that racism creates including the systemic barriers faced by members of our community. At this time, we stand publicly with those members of our local and national community who are grieving, marginalized and to whom the grave injustice of racism and the resulting discrimination has led to not only the loss of life but systemic injustices.

We have a collective responsibility to eliminate injustice, as nurses we hold a prime position to create significant change, from individual actions at the bedside, to collectively raising our voices in the service of others. At the core of our profession we recognize the importance of service, advocacy and the presence and recognition of the intrinsic value of one another as individuals deserving of respect, caring, kindness and acceptance.

We must acknowledge that by lifting up the most marginalized voices in our community we strengthen us all. While we do not condone acts of violence, we fully support communities that cooperatively work for social change, equality and human rights. Our voices are powerful because they are rooted in the ability to find understanding in suffering and to offering compassion and empathy because we know above all that suffering requires compassion for healing.

In this we encourage our members to utilize the skills we have to listen to that suffering, to find compassion within ourselves, to educate ourselves and our communities and to stand with those fighting to end oppression in all forms.

Second Session

The Oregon Nurses Association (ONA) RRMC bargaining team met with Rogue Regional Medical Center (RRMC) management on June 9, 2020 to continue negotiations for our new contract.

Both parties provided mostly comprehensive proposals which allowed us to identify areas where we are close to agreement and those areas where we are further apart.

Discussions allowed us to identify areas we have mutual intent to change.

The electronic process continues to provide new challenges and we hope to

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**Proposals**

Your ONA RRMC bargaining team has offered nearly all of the contract change proposals. They include some language, process and financial changes.

**We have proposed changes to:**
- Recognition clause
- Meals and breaks process
- Clarifying overtime language
- Consecutive days language
- Unit scheduling
- Overtime and standby scheduling
- Floating requirements and assignments
- New language related to “boarding” units
- Low census standby order
- Earned time off (ETO) accrual rates
- ETO use guidelines
- ETO maximum cap
- Employer Sponsored Disability Program (ESDP) use guidelines
- Bereavement leave process clarification
- Increase to retirement contribution from 3 percent to 5 percent plus employer match
- Improved access to voluntary education hours
- Improved access to committee participation
- Additional support during coaching sessions

**Our economic proposals included increases in the following areas:**
- Charge and lead pay $3.50/hr.; $5.00/hr. for Critical Outreach Nurses
- NRT differential of $5.00/hr. or 15 percent/hr., whichever is greater
- Night shift $5.00/$5.50/$6.00/$6.50 per hour
- Weekend $2.25/hr., standby pay $15.00/hr.
- Maximum caps for standby hours and additional compensation if the caps are exceeded
- Two separate process opportunities for procedural scheduled standby assignments
- Increase transport pay to $250 plus time and one half for all transport hours
- Across the board wage increases:
  - 4 percent for 2020
  - 3 percent for 2021
  - 5 percent for 2022
- Increase ASI to $14.00 per hour and CNI to $10.00 per hour as well as clarification that ASI/CNI incentives are paid in addition to all other premiums
- New language and premiums for working in a “boarding” unit

We will be proposing additional items at the next session including insurance changes, Hospice unit specialty scheduling and compensation as well as new grad residency issues.

To review the ONA proposals please go to the ONA RRMC web page or visit www.OregonRN.org/84.

**Hospital proposals**

The hospital responded to our ONA initial proposals as well as providing new language proposals. They did not provide, nor did we expect, any financial proposals at this meeting.

The proposals included minor title changes such as changing the “Code 1, 2, 3” system to “regular status and flexible status” and changing “buddy units” to “float pods” as well as more substantial changes including changing the times for “weekend” definition, restructuring of some committees membership and function, and increasing restrictions for use of your voluntary education monies.

The proposals also identified some mutual commitments to address issues of meals and breaks, floating, scheduling and more clearly defined processes for low census and standby as well as pay practices for incentive shifts and overtime.

While it is clear we have much work to do we are encouraged with the process so far. To review the hospital proposals please go to the ONA RRMC web page or visit www.OregonRN.org/84.