Opening Session of Mediation
Results in No Progress

Our ONA team met with the Federal Mediators and briefly with the hospital leadership team Monday for our first mediation session.

When we last met with the hospital in August, our team had provided a full counterproposal to the hospital. We started the day with the expectation that the hospital would arrive ready to work on an agreement we could bring to nurses for ratification.

Unfortunately, the hospital started by claiming that they were waiting for a response from us. Despite receiving a full package proposal on Aug. 18 and calling for mediation instead of responding.

Yes, the hospital pushed us to mediation, rather than respond to our proposals. And yesterday they pretended that we were the side not doing the work. After we clearly showed the mediator the facts, the hospital admitted that they would need to bring proposals forward.

Our team shared privately with the mediators a list of prioritized issues we believe we must have movement on in order to reach a successful ratification vote.

The areas we highlighted include:
- Meaningful changes to the Health Benefit language
- Wage increases
- Restrictions to mandated floating
- Staffing
- Improvement to standby pay

We also clarified that there are many other issues that remain open in these negotiations and that they will not simply go away, however any movement will depend on how discussions about the bigger topics advance.

The mediators then met with the hospital negotiation team. When they came back they shared that the hospital believes that they have made significant movement in these negotiations and they are very close to their final offer.

They have clarified that they have no interest in making the changes to the current health benefit language we have asked for. Instead, they may have some room to change some pieces of the plan for 2021; and they are committed to continuing the strategic plan of developing Asante Health Network as the providers of choice in the valley.

They also indicated that they have some room to move in regard to money, although not a lot. Currently we are asking for 10.25 percent over three years and they are offering 5.5 percent over three years. They disputed our claims that staffing is a problem by asserting RRMC staffing is in line with “national benchmarks” for staffing.

Our mediation session ended with only one thing clear, that we remain SIGNIFICANTLY far apart, and that further action by our nurses will be needed to demonstrate to Asante that we are demanding changes that we deserve.
Bargaining Update – Rogue Regional Medical Center

United We Fight, Divided We Fail – We Are ONA!

Our success in these ONA negotiations is not only based on our ability to make good arguments at the table but in garnering public attention to the issues we’re fighting for. Our success is also rooted in the average nurses’ willingness to be involved in the process.

By participating in actions that support our negotiations, we send the message to Asante administration that nurses care about the issues we’re negotiating over, that we are united as a group and that we are willing to fight to protect what we currently have and achieve something better.

If nurses are not willing to participate in ONA actions, our ONA bargaining team will have little choice but to accept whatever the hospital decides to give us. We appreciate all the nurses who have worn solidarity scrubs and stickers as requested by our bargaining team – now we need everyone engaged and involved to move Asante to a fair deal!

Examples of actions you may be asked to participate in include:

- Becoming a Contract Action Team (CAT) member, to help distribute information and mobilize nurses on your unit/shift
- Circulate and sign petitions in support of the issues we’re fighting for
- Wear stickers or buttons that call attention to our concerns
- Attend a rally
- Share your personal story about why these changes are needed
- Participate in an informational picket
- Strike

RRMC Solidarity Survey!

We have heard from some nurses that they are willing to do whatever it takes (including strike) to achieve our goals, and that they want our team to push to the very end on every single issue.

In order to have a clear assessment of our strength and ability to win, we need more information about how our coworkers are feeling about this process. Participate in the Solidarity Survey Now!

Click here or go to: www.surveymonkey.com/r/RRMC-ONA-SOLIDARITY
Or use the QR code to access the survey.

Want To Learn More About The Open Proposals?

Do you want more information on specific negotiation topics?
Join one of our Zoom bargaining unit drop in sessions any day from:

- 4 to 5 p.m.
- October 2 through October 8

https://us02web.zoom.us/j/84897612076?pwd=b21uWFR6SXl2UmNTZ3Zac2ppU1ISQT09