BARGAINING UPDATE #9



ONA Oregon Nurses Association
Caring for Oregon

OCT. 16 BARGAINING SESSION RECAP

SHORT SUMMARY

We returned to the table on Oct. 16 with multiple questions regarding the Asante's recent Article 3, section 2 proposal they gave us on Oct. 14. During the last session, the hospital stated "take your time and come back with questions. Which we did, we brought 30+ questions back to the table and gave the hospital 2.5 hours to work on them.

We then caucused at 4 p.m. Asante's bargaining team contacted us at 5:55 p.m. and we then returned to the table at 6:30 p.m. When Asante came back to the table to answer our scheduling questions, many questions were either left un-answered or they simply stated, "that's not our intention." We asked Asante to define "legitimate business considerations". Their answer was to move on to the next question.

Multiple times while answering our questions, they stated "give us a counterproposal, a counterproposal would be great, put in a counterproposal, give us a counter, give us counterproposals–we are welcomed to use them".

NEXT BARGAINING DATE

Tuesday, Oct. 27 from 9 a.m. - 5 p.m.
Location: Iverson Building



Asante Admin. has requested that observers use the parking garage to park

FUTURE EVENTS

- **Week of November 4: CAT Meeting**
  - ***Time and location TBD***



LEADERSHIP AND INFORMATION

Officers

Chair: Fred Katz, 3T
Vice Chair: Juniper Arthurs, Labor & Delivery
Grievance Chair: Heather Hicks, CDU/ED
Membership Chair: Meagan Pereira, NICU
Communications Co-Chair: Vacant
Communications Co-Chair: Vacant
Member-at-Large: Vacant
Unit Rep./Chief Steward: Kofi Nunes, CVICU
Staffing Committee Liaison: Jay Parish, ED
PNCC Co-Chair: Vacant
Secretary: Andrew Farina, OR
Treasurer: Kevin Roberts, RN ED

Bargaining Team

Fred Katz
Andrew Farina
Kevin Roberts
Jay Parish
Heather Hicks
Kofi Nunes
Meagan Pereira

Stewards

Meagan Periera, RN, NICU
Kofi Nunes, RN CVICU
Heather Hicks, RN, CDU
Jay Parish, RN ED
Aleta Adams, RN Hospice
Kevin Roberts, RN ED,
Sara Fritz, RN, FNB
Alyssa Gormley, RN, FNB
Ashley Foster, RN FNB
Melissa Aspinwall, RN, FNB
Jennefer Lewellen, RN,
Heiman Cancer Center
Milea Butler, RN, CVICU
Dina Danley, RN, MRI
Andy Myer, RN, ED
Betsy Howd, RN, NRT
Natasha Sheridan, RN, NRT
Jen (Jet) Jensen, RN ED
Kim Bayer, RN
Patrice Langley, RN, 3T
Maryan Entz, FNB
Lauren Frazier, CVICU
Andrew Farina ,OR
Brandy Randolph, RN, FNB

Labor Representative

Misha Hernandez
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PROPOSALS & RESPONSES

ONA

- Before developing another counterproposal, our bargaining team returned to the table with questions regarding management's article 3 - section 2 scheduling proposal that they gave us on Oct. 14.
- A statement was read that described the frustration both sides are feeling when working from separate documents. Our statement states that we are seeking clarification on many issues in regards to scheduling practices.
- We asked Asante about the scheduling authority outlined in their own proposal and how Asante reconciles the broad authority with its stated objective of establishing standardized fair and equitable procedures. Asante responded by saying we were, "characterizing their proposal in the form of a question and they would not justify and answer."
- We proposed language on in vitro fertilization (IVF) and added new breast milk expression language.
- Throughout negotiations Asante has introduced, withdrawn, relocated, and revised the scheduling and assignment language across multiple counterproposals.
- We asked whether Asante can identify which substantive provisions it believes the parties have reached agreement on, which remain disputed, and why previously proposed language has been revised or relocated before those issues were resolved? Asante responded with, "we have not received anything substantive from our union bargaining team."

ASANTE

The Asante bargaining team re-proposed the following:

- Article 4, Section 12. Layoffs
- Article 4, Section 10. Leaves of Absence
- Article 4, Section 11. Benefits.
- Article 4, Section 6, Wages and Steps

All of these proposals are the exact same proposals that they gave us on July 23. While Asante was reading the statement regarding these proposals at the table it was repeatedly stated that these proposals are necessary because the current contract is difficult to administer to "all employees."

OVERALL IMPRESSIONS

- We made an honest effort to try to understand Asante's repeated article 3, section 2 proposal that they have revised and given to us five times. When Asante's bargaining team returned to follow up with our questions that were given at the beginning of the day, they repeatedly stated, "we spent a lot of work on this proposal, we worked really hard on this, and this is what you asked for" when in all actuality Asante's proposal was to the complete opposite extreme of what we are trying to accomplish.
- Observers were in and out throughout the day. Thank you to everyone who came and supported the bargaining team. Your support and kind words mean a lot to the team and are helping us to continue to fight for a fair contract.

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WHO WAS PRESENT AT THE TABLE

ONA Bargaining Team:

Kyle Arnone, AFT Spokesperson
Boyd McCamish, AFT
Misha Hernandez, ONA
Fred Katz, RN
Andrew Farina, RN
Kofi Nunes, RN
Heather Hicks, RN
Kevin Roberts, RN
Jay Parish, RN
Meagan Pereira, RN

Asante Administration:

Leonard Sherer, Associate General Council
Michael Lambros, Attorney
Margaret Luna, Chief HR Officer
Janet Davis, CNO
Cassie Payton, Director of Labor Relations
Koren Laughlin
Amalia Kieley
Rob Koning



Olive Garden came to the rescue while we were waiting for Asante to come back with answers to our questions at the bargaining table.





Sign the Respect Our Work Petition Today!

UNITED ACROSS ONA ROGUE REGIONAL
FOR OUR PATIENTS, FOR OUR COMMUNITY

Join more than 700 of your coworkers who have already signed as we fight for respect at the table!

bit.ly/3VpJL4A