BARGAINING UPDATE #8



UPDATES FROM THE TABLE

KEY HIGHLIGHTS:

- Another day with a large turnout of bargaining members! We appreciate all of the support. The Asante team stated that there are too many observers in the room and decided to caucus to address the issue with the fire marshal. The Asante bargaining team returned to the table after 1 hour and 15 minutes. We agreed to keep room capacity to 50 attendees, including both our bargaining team and the Asante bargaining team. We can also have members in the hallway with the door left open to allow them to hear the conversation.
- Two bargaining unit members were approached by management while wearing their ONA t-shirts at work. They were told they needed to remove the shirts due to violating the updated dress code policy. Our executive committee reached out for clarification regarding this issue in June, and our bargaining team proposed language about this at our first bargaining session. Management was informed by the nurses that it was discrimination, and the response from management was remove the t-shirt or be escorted out by security. The nurses complied to prevent patients being left without nurses.
- Agreed to three additional bargaining dates in October:
  - Oct. 14
  - Oct. 16
  - Oct. 27

OPENING STATEMENT

We started the bargaining session with an opening statement to address Asante's bargaining update following the Sept. 28 session. The bargaining team wanted to ensure that the discussions at the table were communicated with more accuracy and with the intent of collaboration and problem solving. ONA feels that when Asante changes what we are saying or proposing, it will create mistrust and delay the bargaining process.

ONA Oregon Nurses Association

Caring for Oregon

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
541-210-4905
Hernandez@OregonRN.org

PROPOSALS & RESPONSES

ONA

- Article 1: Recognition and Definitions.
  - Clarifying and further defining on-call requirements, including weekend and holiday requirements.
  - Asante proposed working on-call three summer and three winter holidays. We have eight recognized holidays in our current CBA. We countered with one recognized holiday with an adjoining shift.

- Article 8: Layoff and Job Bidding.
  - Reproposed the call-off order that partially aligns with their ask of fiscal responsibility.
  - Most substantive proposal following our scheduling discussion at the prior session.
    - Key points on Article 8 Proposal:
      - Consecutive weekend waiver can only be utilized if the nurse trades or changes their schedules. Consecutive weekend isn't a reason to grant an extra shift.
      - Defining core staff in 2 models:
        - #1 Statutory Capacity: used for units with state defined nurse to patient ratios.
        - #2 High-Acuity Unit Staffing Matrix: used for units that have mixed ratios, specialized needs (ex: ED, NICU, Peds).
          - Staffing model #2 would utilize the Unit-Based Staffing Committee and co-governance to address the core necessary to safely staff the unit.
      - If a circumstance arises that requires temporarily deviating, the parties will agree to meet to negotiate an approach to achieve core staffing.
      - Variable nurses will account for no more than 10% above core staffing, requiring more fix patterned positions.
      - Fixed patterned protections and schedule flexing protections. This will prevent the hospital from mandating a nurse to change their schedule. They can ask for volunteers and the nurse would be paid an incentive (rate TBD).
      - Defined the schedule building and balancing process as per our previous discussions.

- Proposal 14: ASI/CNI definition.
  - Passed as part of the package with Article 8.
  - ASI will be a shift granted prior to the final schedule is posted (rate TBD).
  - CNI will be a shift granted after the final schedule is posted (rate TBD).

ASANTE

- Professional Development
  - Will pay for certifications ONLY IF they are done through the hospital.
  - The team needs more time to review and potentially ask clarifying questions.

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin, OR 97062 | 503-293-0011 | www.OregonRN.org

PROPOSALS & RESPONSES ... *CONTINUED*

OVERALL IMPRESSIONS

- We addressed several statements in Asante's recent update from our Sept. 28 bargaining session that we believe did not accurately reflect the discussion. Their bargaining update led to outlandish rumors that our bargaining team proposed hiring 200 nurses to replace CNAs. We want members and management to hear what was actually discussed. There was a brief interruption from Asante's lawyer during this statement as he was concerned about the capacity of the room. We continued to finish the statement. The response from the nurses observing was powerful.
- The overall feeling in the room was one of strong member engagement and solidarity. Nurses continued showing up, listening, and making clear that they are paying attention to what is happening at the table.
- Asante expressed frustration that the ONA is not bargaining off of their initial proposal. ONA is not required to bargain off of their proposals, as it is just a proposal and not an agreed upon CBA.

NEXT BARGAINING DATES

Wednesday, Oct. 14 | Iverson Building | 9 a.m. - 3 p.m.

Friday, Oct. 16 | Iverson Building | 9 a.m. - 3 p.m.

Tuesday, Oct. 27 | Iverson Building | 9 a.m. - 5 p.m.



All bargaining sessions will remain at the Iverson building and may go past end time listed above.

Remember to wear green on bargaining days!





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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

FUTURE EVENTS

Save Rogue Regional Hospital Community Town Hall

Rogue Regional is our community hospital and everyone in our community deserves to know what's happening inside and how it affects our health outside.

Join local nurses, healthcare workers, NICU doctors and community leaders for a panel discussion about what's going on at Rogue and what we can do to make sure our community's hospital puts our community's needs first.

All community members are encouraged to attend! Light refreshments will be served.
This event is hosted by the Oregon Nurses Association.

RSVPs are required. Complete the signup below to secure your space.

Save Rogue Regional Hospital Community Town Hall
Thursday, Oct. 1 at 6:30 p.m.
OEA Building
2495 S Pacific Hwy, Medford, OR 97501

RSVP

HTTPS://TINYURL.COM/YSU32UHF



Sign the Respect Our Work Petition Today!

UNITED ACROSS ONA ROGUE REGIONAL

FOR OUR PATIENTS, FOR OUR COMMUNITY

Join more than 900 of your coworkers who have already signed as we fight for respect at the table!

https://tinyurl.com/nu9wfb2t

Read the whole petition below!

We the undersigned, call on the corporate leadership team of Asante to bargain in good faith with the nurses of Asante to achieve a fair and equitable contract that gives nurses the tools they need to provide the highest quality of care for patients.

Further, we call on the corporate leadership team to come to the bargaining table immediately and bargain in good faith with the technical employees of Asante who won the right to bargain three years ago so that they too can provide the highest quality of care for patients.