



Sky Lakes Medical Center Bargaining Update November 3, 2017

Thank you to all of the nurses who attended our bargaining sessions in the last two days! Your presence emboldened our team and flustered the employer's team.

Until midday on Friday, our negotiations were cordial and productive, with both sides asking questions and sharing information about each other's proposals.

On Thursday, they agreed to present all of their proposals to us on Friday. Contrary to their statement, the employer refused to provide their economic package on Friday, which would contain their proposals on wage increases, possible step changes, differentials, etc. When we asked them to provide their economic proposals today, they responded, "absolutely not!"

So, now bargaining is stalled, because of the employer's unwillingness to provide us with economic proposals that we can share and discuss with you before our next round of bargaining, which is scheduled for November 16 and 17, 2017, 9:00 a.m. to 5:00 p.m. at The Holiday Inn Express and Suites, 430 S 6th St, Klamath Falls.

We are disappointed that the employer has harmed our relationship in this way. We are eager to renew our collaboration with the employer over patient care and working conditions, as we continue in our attempts for this contract not be "business as usual," as the hospital team continues to reiterate to us.

In our opening statement on Thursday, we detailed the phenomenal growth ONA has experienced at Sky Lakes in the last three months. We are now a clear majority of the bargaining unit nurses, tripling our membership rate in the last two years.

We told the employer that more than 70% of our current members were not ONA members during the last round of negotiations two years ago. Further, we reported the hundreds of conversations our team has held with other nurses to understand your interests in changing our contract.

The employer responded, "the new ONA means nothing to us!" This statement by the employer disrespects the 75 nurses who bravely stepped forward in the last two years to join with our long-time 35 members in advocating for all nurses at Sky Lakes!

We clearly heard you wanted substantial changes around staffing and step increases. While the employer was cooperative on our proposal to create Unit Practice Committees in each unit, they refused to even discuss changes to the step gaps. Our team has proposed moving nurses more quickly through the steps to recruit and retain experienced nurses in our community. The employer responded they "have not changed the steps in years and they see no reason to change the step gaps," even though we are out of sync with our regional labor market.

Thursday, they said they would provide all of their proposals today. Friday, they did not honor that statement. Bargaining is stalled as a result of their refusal.

Our bargaining team will hold two meetings for all nurses next Friday. We will share our insights and hear your concerns about bargaining. Please attend the session at 4:30 p.m. or the one at 6:30 p.m. at Gaucho Collective, 1038 Main St, Klamath Falls, November 10, 2017. We want to hear from you! Refreshments provided.