St. Charles Medical Center—Bend (STC-B) management gave the Oregon Nurses Association (ONA) bargaining team their proposal for Article 12 - Health and Welfare. The proposal includes an across the board increase in premium costs for nurses and their dependents, which range from 30 to 100 percent, depending on the hours worked for each employee and the number of dependents.

This cost cutting on the backs of Registered Nurses and their families is unacceptable, especially given the money STC-B is spending on executive salaries, slick PR campaigns designed to clean up their image in the community, and costly mismanagement of expansion projects. No employee of STC-B should endure cuts to health insurance like these. To fight take backs like this, it will take the involvement of the entire bargaining unit in our contract campaign!

St Charles Proposes 30-100 Percent Increase to Employee Premium Costs

After having many conversations with bargaining unit members and reviewing the results of the bargaining surveys, the bargaining team is launching a bargaining support petition outlining the top six issues identified by members.

1. Protecting our rights to safe staffing and empowering nurses to advocate for quality care.
2. Respecting nursing specialties and ending the unsafe practice of mandatory floating between departments.
3. Achieving affordable health care for all registered nurses (RNs).
4. Ensuring fair wage increases that attract and retain quality RNs and reflect the cost of living in the Bend area.
5. Ending the practice of black out periods on the use of earned time off.
6. Establishing a clear process for RNs to train and transfer to other departments and nursing specialties.

Sign the petition to show management that we are UNITED in fighting for a fair contract that includes these key proposals! Contact your Contract Action Team member or unit representative to share your support.

Other proposals made by your ONA bargaining team on July 2 included:

- Increases to education funding which includes 80 percent of the cost of obtaining a Bachelor of Science in Nursing (BSN) and 70 percent of the cost of obtaining an Master of Science in Nursing (MSN) covered by St Charles.
- Greater control of education funds for Registered Nurses.
- A transition program to cross train RNs who want to move to other departments and specialties.
Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the Nurse Leadership Institute (NLI).

The ONA NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

2018-2019 Schedule

There are six sessions taking place over a seven-month period. Participants are expected to attend all sessions in their entirety.

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| Session #1 | Friday, Sept. 14 (evening only)  
Saturday, Sept. 15  
Sunday, Sept. 16 |
| Session #2 | Friday, Oct. 26 |
| Session #3 | Saturday, Dec. 8 |
| Session #4 | Friday, Jan. 18 |
| Session #5 | Saturday, March 2 |
| Session #6 | Saturday, April 13  
Sunday, April 14 |

Applications are due by Aug. 3. Visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI