GRIEVANCE FILED

On Monday, November 13, ONA Officers filed an Association Grievance alleging that changes to deductibles, co-pays, and the Vitality health incentive violated the contract’s guarantee that “Group health insurance is available to regularly scheduled full-time registered nurses in accordance with the terms of the Hospital’s 2021 Benefits Plan.”

We also alleged that changes to the dental insurance premium percentage owed by employees was a unilateral change to a mandatory subject of bargaining and therefore a violation of federal labor law.

GRIEVANCE RESPONSE

On Monday, December 18, management provided an initial response to our grievance. While the response does not articulate a clear proposal for a resolution, it does acknowledge that:

“...an oversight occurred by which some changes were inadvertently programmed into the bargaining unit members’ 2024 WVMC Benefit Plan coverages. Although some of those changes are necessary as required by federal law (e.g., HDHP limits, etc.), there are identified plan changes that will need to be reviewed by the Hospital pursuant to our contractual obligations under the cba [Collective Bargaining Agreement AKA contract].

You have my assurance that those (non-required) changes will be addressed...”

WHAT’S NEXT?

We are encouraged by this commitment to address inappropriate changes to the health insurance plan, but cannot wait another month for concrete action. We have asked management to provide a proposed resolution to resolve the grievance by Monday, January 8, 2024. If they cannot provide a resolution by that date, we have let them know that our Grievance needs to be heard at the next step of escalation (Step 3) that week.

ADD YOUR VOICE

Help us understand how you have been impacted by changes to the insurance plans! Your feedback will guide us in evaluating potential resolutions to the grievance. Please reach out to an Executive Committee member or our ONA Labor Rep, Ashley Bromley (bromley@oregonrn.org/ (865) 201-7518) with anything you can share!