WVMMC Charged With Failing to Bargain In Good Faith

In response to an Unfair Labor Practice charge filed byONA, the National Labor Relations Board (NLRB) issued a formal complaint against WVMMC for “failing and refusing to bargain collectively and in good faith” and refusing to provide information to ONA. ONA specifically requested copies of the “5 minute frustration forms” and “stars” records documenting unsafe staffing/safety concerns filed by nurses over the course of the last three years.

We will continue to aggressively pursue relevant information and expose management's attempts to operate in secrecy. This decision brings us one step closer to exposing and better understanding the severity of the nursing problems at WVMMC.

Management Suggests WVMMC Nursing is “Lucrative”

This round of negotiations saw your ONA bargaining team tackle the following topics:

<table>
<thead>
<tr>
<th>TOPICS DISCUSSED IN BARGAINING</th>
<th>ONA to WVMMC</th>
<th>WVMMC to ONA</th>
<th>TENTATIVE AGREEMENTS REACHED</th>
</tr>
</thead>
<tbody>
<tr>
<td>PTO</td>
<td>Preceptors</td>
<td>Payroll Period</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Corrective Action</td>
<td></td>
</tr>
</tbody>
</table>

PTO – ONA submitted language that fully addresses paid time off provisions and included language that defines holidays and added more holidays to the currently acknowledged list.

Also being contemplated is language concerning holiday work rotation, e.g. If a nurse works Christmas one year, they will not have to do so next year. A nurse who did not work the holiday could be
required to work next year if there are not enough volunteers.

Preceptor – The hospital submitted language to the ONA bargaining team that defines the terms of how preceptor pay shall function, however this language does not acknowledge payment for orienting new nurses to a unit and is not in line with current standards at WVMC. Counsel and chief negotiator for the hospital, Glenn Bunting commented “Life at WVMC is lucrative…you have to take the good with the bad it’s a changing world…” The ONA bargaining team did not find this answer acceptable and it has become clear that hospital management is allowing their counsel to devalue the work that nurses do daily and won’t even commit to maintaining current standards on the subject.

Payroll Period – ONA submitted language that ensures that management cannot change pay periods at will, ensuring that differentials/premiums will be consistently calculated without unilateral change. ONA and the hospital have reached a tentative agreement (TA) on this topic.

Corrective Action – ONA submitted language to the hospital that stands by our position that nurses should have a right to an ONA Steward or Labor Representative to attend meetings that can possibly lead to discipline, language is in line with what are known as Weingarten rights. ONA and the hospital have reached a TA on this topic.

Also discussed, but without formal proposals, was the transitional work program. The ONA bargaining team was informed by hospital counsel that there was no policy that existed on this topic, the ONA bargaining team was able to locate a policy on this topic. However, the ONA bargaining team produced a policy on this topic and questioned hospital administration. The resulting conversation made it clear that hospital management once again is not interested in keeping the current standards that exist in the hospital concerning transitional work. They almost want to commit to getting nurses back to work when they experience a work-related injury or illness or pregnancy.

Show Support During Bargaining

Show your support and solidarity with a window cling! Please pick one up from your Contract Action Team (CAT) representative, bargaining team member, or email wvmcona@gmail.com. Pick up an extra cling for friends and family to show their support too.

Solidarity Days

Please join our bargaining team in solidarity with stickers and t-shirts on Jan. 27 Noc and Jan. 28 Day shift. Ask your steward for stickers or email us at wvmcona@gmail.com