Management’s Shameful Behavior

We began negotiations welcoming our newest nurse member to the bargaining team, Katie Sparrow from OB. Thank you, Katie, for stepping up!!

While nurses remain overwhelmed with the numbers of patients and the exodus of managers and staff nurses alike, the hospital continues to skirt issues at the table. The hospital made several proposals in these negotiations but continues to ignore central issues to a settlement.

Proposals on issues like education and floating disregard current practices and lack the assurances needed to reach an agreement on those issues. Their position on low census is disrespectful of WVMC nurses, continuing to insist that you be sent home prior to agency nurses. It is another indication of the value they place on nurses.

They want your dedication to the institution but have little commitment to you. Management was quite proud of themselves when they proposed a 50-cent wage increase!!!! The hospital did propose to provide a 2 percent retroactive payment in wages but had conditions associated with our ability to negotiate moving forward that were dishonorable.

It is clear that the attorney for management has every intention of working to stall these negotiations but let there be no mistake that management at your hospital is allowing this to occur and is answerable for the situation they find themselves in. Shame on them.

We are meeting again on July 7 and 8 and appreciate the work that is being done away from the table preparing and demonstrating our solidarity and allegiance to one another.

We will be meeting soon with members to answer questions as we move forward and to share with you the proposals that management is making. We are proud of all you and are glad to stand with you.

Coeur de Terre Vineyards (photo: Carolyn Wells-Kramer)
Your ONA bargaining team met with management for two sessions recently. These are the proposals that were discussed for the dates of June 21 and June 22.

**WVMC management presented:**

**Monday, June 21**
- Leaves of Absence
- Professional Development and CE
- Extended Illness Bank
- Wages
- Per Diem Nurses

**Tuesday, June 22**
- Compensation
- Floating

**ONA presented:**

**Monday, June 21**
- Wages
- Per Diem Pay

**Tuesday, June 22**
- Floating
- Education and Training (Formerly Prof. Development and CE)
- Reduced Workload/Low Census
- Transitional Workforce

**Status of Proposals**

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We offer three, rotating steward trainings. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses. Find the training that works best for you!

**Introductory Steward Training**
- Wednesday, July 14, 2021
- Thursday, August 26, 2021
- Tuesday, Sept. 21, 2021
- Saturday, October 16, 2021
- Wednesday, November 17, 2021
- Thursday, Dec. 9, 2021

**Grievance Handling Training**
- Thursday, July 22, 2021
- Saturday, Oct. 9, 2021

**Building Worksite Power Training**
- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021

**Space is limited so register today at:**