



Newsletter for ONA Members at
**Sacred Heart Medical Center and
 Sacred Heart Home Care Services**

**BARGAINING UPDATE FROM
 APRIL 23 SESSION!**

**SACRED HEART
 MEDICAL CENTER
 NEGOTIATING COMMITTEE**

- Pam Van Voorhis (NICU)
- Lynda Pond (LDR)
- Suzanne Seeley (7 Surgical)
- Nancy Deyhle (ICU)
- Gisela Garcia (CVOR)
- James Leaf (Ortho)
- Vicki Edwards (RIC-UD)
- Kim Blair (7N Oncology)
- Kevyn Paul (UD-ED)
- Kevyn Taylor (UD-Medical)
- Mary Phoenix (ICU)
- Katie Renken (SPA)

**SACRED HEART
 HOME CARE SERVICES
 NEGOTIATING COMMITTEE**

- Billy Lindros, Hospice
- Steve McClain, Hospice
- Kristi Till, Home Health
- Terri Dean, Home Health
- Shirley Hofeld, Home Infusion
- Phil Zicchino, Home Health

Maureen Smith
ONA Labor Relations
Representative
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On April 16 and 23, management proposed changes in Article 8 that were very concerning to the ONA negotiating committee. Management has proposed contract changes to enhance their “operational flexibility.” They have several proposals on the table in negotiations that would allow them to change nurses’ schedules both prior to posting and after posting on the day of your scheduled shift. These changes could impact your ability to plan your life AND amount to a loss in pay with low census now being possible on both ends of a shift. See the chart below to see how their need for “flexibility” will impact you and your family. We need to show management that nurses need a balance between their home and work life and need to be able to plan their time.

We want to hear from you about these proposals. Stop by on nurses day to talk to ONA Negotiating Committee members!

This chart shows how management’s proposals can affect you and your ability to plan your life.

<p>Example A – 12 hour Night Shift: (ICU)</p> <p>Current Shift 1900-0730</p>	<p>If added to 8.6.2, your shift could be:</p> <p>1700-0530 1900-0730 or 2100-0930</p>	<p>If able to ask nurses to report late (8.6.4), your shift could be:</p> <p>2100-0530 2300-0730 0100-0930</p>	<p>If Low Census last 4 hours, your shift could be:</p> <p>2100-0100 2300-0300 0100-0500</p>
<p>Example B – 8 hour Evening Shift (OR, PACU, Cath Lab, Endo, Anesthesia Clinic, SPA, CPR, Surgical, Ortho, Neuro, CST, IV Therapy)</p> <p>Current Shift: 1500-2330</p>	<p>If you fall under 8.6.2, your shift could be:</p> <p>1300-2130 1500-2330 (current) 1700-0130</p>	<p>If able to ask nurses to report late (8.6.4), your shift could be:</p> <p>1700-2130 1900-2330 2100-0130</p>	<p>Not applicable</p>
<p>Example C – Day Shift All other units</p> <p>Current shift: 0700-1530 (8 hour) 0700-1930 (12 hour)</p>	<p>8.6.2 – not applicable</p>	<p>If able to ask nurses to report late (8.6.4), your shift could be:</p> <p>1100-1530 (8 hour); 1100-1930 (12 hour)</p>	<p>If Low Census last 4 hours, your shift could be:</p> <p>Not applicable to 8 hour; 1100-1500 (12 hours)</p>

Note: We know there are units with varying start and stop times – these are just examples. Use this to determine how the proposals would impact you!

Management's "Operational Flexibility" Proposals

Current language:

8.6.2 Deviation from scheduled times. In preparing a schedule for posting for the Operating Room, PACU, Cath Lab, Endo, PAT/Anesthesia Clinic, SPA, CPR, Cardiac Surgery Team and I.V. Therapy units, the Medical Center will not, without the nurse's consent, deviate from a nurse's usual scheduled times for beginning and ending work by more than two (2) hours earlier or later. For all other units, the Medical Center will not, without the nurse's consent, deviate from a nurse's usual scheduled times for beginning and ending work.

Management's proposal is to add new units to this language: ICU, Surgical, Ortho, Neuro and the Outpatient Endoscopy Clinic.

Management's new proposal (8.6.4) that would apply to all units, including Home Care Services: "Notification to report late...the Medical Center may notify a nurse to report up to four (4) hours later than the beginning of his/her shift based on operational need." And, they are proposing that "Nurses who have been placed on low census...may be placed on call."

SACRED HEART NURSES WIN ADVERSITY AWARD AT THIS YEAR'S ONA CONVENTION!

In our last newsletter, we printed a story by Kim Blair and Toby Perrin about the work of many nurses on 7 Surgical to address concerns about safe staffing. 7 Surgical Nurses were presented with the "Adversity Award," given to a member or a group of members who has gone forward to success despite terrible odds! The Nurses STOOD-UP and wouldn't back down until they were heard. It also worthy to note, these nurses had not been active in the union before this occurred and through collective action were able to affect change on behalf of all nurses and patients on their unit.



One of the Staffing Committee members congratulated the nurses as "heroes" for having the courage to speak up. The 7 Surgical Unit Nurses at Sacred Health Medical Center "heroes" deserve recognition for their efforts.

The 2012 Adversity Award winners are: Kim Blair; Tobi Perrin; Mari Gillespie; Staffing Committee Co-Chair Nancy Deyhle; and PNCC Chair Brian Smith!



On May 6, 2012, the Oregon Nurses Association is joining the American Nurses Association in celebrating ***Nurses: Advocating, Leading, Caring***, as part of National Nurses Week, which is held May 6-12, every year. The purpose of the week-long celebration is to raise awareness of the value of nursing and help educate the public about the role nurses play in meeting the health care needs of the American people.

In honor of the dedication, commitment, and tireless effort of the nearly 3.1 million registered nurses nationwide to promote and maintain the health of this nation, the ANA and ONA are proud to recognize registered nurses everywhere on this particular day for the quality work they provide seven days a week, 365 days a year.

Representatives from ONA's statewide leadership will be at the open houses along with local leaders who will have information about contract negotiations, staffing committee, PNCC, grievance committee, etc. and want to hear from you about what's happening in your units.

At Sacred Heart, ONA is hosting a two day open house to acknowledge the good work that Sacred Heart RNs do on a daily basis to provide excellent patient care. We want to celebrate the dedication and passion that you bring to your work. Join us:

**Tuesday, May 8, at 0700-2000
RiverBend Conference Room 200 CD**

**Wednesday, May 9, at 0700-1730
University District Cafeteria**

We'll have snacks and raffle prizes – including local restaurant gift certificates, massage gift certificates and a two night stay on the coast!

We hope to see you there!

If you want to help your odds of winning a raffle drawing—go to the ONA website at www.oregonrn.org, go to either the Sacred Heart Medical Center or Sacred Heart Home Care Services bargaining unit page, print out a copy of the raffle coupon and bring to the nurse's day event for an extra chance at winning!

Happy National Nurses Day, and thank you for advocating, leading and caring!



Get a Second Raffle Ticket!



Bring this coupon with you to the Sacred Heart Nurse's Day events on May 8 & 9 to get a second raffle ticket for the prize offerings!

There will be some raffles throughout the events and the grand prize drawings will happen near the end of the celebrations on May 9. You don't have to be present to win. Raffle winners will be posted on the Sacred Heart pages on www.OregonRN.org.



Limit one (1) coupon per person. You must be an ONA member to redeem the coupon.

Message to ONA members and Negotiating Committee

The ONA negotiating committee received the following letter from a concerned Sacred Heart Nurse. The team was moved by the letter and wanted to share it with all of our members.

In 2009, Nurses at Sacred Heart Medical Center (SHMC) took a pay freeze to help our hospital out. We as employees at all levels of PeaceHealth system, found ways to make cutbacks and continued to save our health care system over 20 million additional dollars with these cutbacks.

While we were under our 2006-2010 contract (with our pay freeze in effect), our executives, who portrayed themselves to be team players, took pay raises in 2009—after the recession hit. According to the Register Guard article on September 4, 2011, the raises were as follows: Alan Yordy, 31 percent; our Peace Health System Chief Financial Officer, Howard Kriz, 19.6 percent; the Chief Executive Officer, Mel Pyne, 17 percent; and Chief Operating Officer, Jill Hoggard Green, 14.6 percent. The 18 highest-paid employees at PeaceHealth received a total of \$10.6 million per the IRS. *(Note: in the Register Guard article about our new CEO, on April 27, 2011, it states that “PeaceHealth lost \$39 million in the fiscal year that ended June 30, 2009, it’s worst loss in two decades.”)*

They have changed our retirement where we have fewer choices and less lucrative accounts to invest our retirement funds in. They have thrown “My HR” at us, with no respect to our feelings on how it effects us, and now they come to us in negotiations to ask for more concessions that they have not done or expected of themselves. How many people out there still have paychecks needing corrected and are in limbo awaiting reconciliation to happen? Meanwhile, our headquarters moved to Vancouver and they spent \$8 million on renovations to the building, another 3.5 million planned, bought SW Washington Hospital, start another hospital in the San Juan’s, and continues to grow, but at our expense here at SHMC. We as nurses at SHMC are the reason they have the money to do these things. Yet they come to us, without remorse or guilt, and expect us to give

more as employees at our expense, something they have not shown to ask or expect of themselves.

They have put us in unsafe situations (how many unsafe staffing forms have we filled out?), put patients at risk, and tell us now we have to cut. When we sacrificed it appears our executives took our sacrificed funds and filled their own pockets. We can’t concede to sacrifice more: more cuts, less pay raises, possible changes to our health care benefits, higher patient acuity and less nurses to care for them, less ancillary staff, and on and on. These proposals have only by track record seem to benefit our executives. Patients suffer, we suffer, burn out rate increases. As we continue to sacrifice our breaks and lunches and are made to feel guilty by the implication of putting larger work loads on us, that by not performing at this level (however unrealistic the expectation is) implies we are not doing our jobs. We hear we are not meeting budget all the time, not keeping CNA’s to help, not holding up to their own staffing matrix, and we feel bad for the patients that have been under our care while these situations continue to go on. We are only human and they are expecting us to sacrifice ourselves by not meeting our basic needs of breaks and lunches. We are supposed to be able to perform to higher patient acuity and larger loads than is humanly possible.

As a nurse at SHMC I would gladly agree to these cuts and intentions of saving our health care system money, if our executives had good stewardship. I think the track record speaks for itself that they have not, and do not warrant more from us, as we have done more than our fair share. We have put our executives to shame with our commitment to this health care organization.

I implore you to weigh the cost of this, and realize that we have done more than our part in stewardship with this organization, and we deserve to be compensated for our phenomenal work, which has made SHMC what it is today. Please get involved this contract year. Protect our careers, our patients, future nurses, and stand our ground and say no to these unrealistic expectations. Enough is enough!!!

ONA Workshop: “The Ultimate Charge RN: Delegation, Supervision and Critical Thinking Leadership”

ONA’s Professional Services is hosting a new workshop, "The Ultimate Charge RN: Delegation, Supervision and Critical Thinking Leadership" on June 27, 2012 in Tigard, OR. This hands-on workshop features a full day of educational sessions geared to empower charge RNs, direct care RNs, and emerging leaders with the critical skills needed to lead effective patient care teams.

Visit www.OregonRN.org today for more information and registration!



From left to right: Suzanne Seeley, Patty Trachtenberg, Ray Zielonka and Sue Davidson

In our last newsletter , we announced that the Sacred Heart Medical Center PNCC won the “Outstanding PNCC Award at the ONA Convention in Hood River. Here’s proof! This photo shows PNCC representatives accepting the award from Sue Davidson, ONA. Congratulations!!!

ONA DISTRICT 5 MEMBERS AT ONA CONVENTION



CONTRACT NEGOTIATIONS SCHEDULE

This is the negotiation schedule so far. ONA members are welcome to attend the sessions as observers. Observers cannot participate but are welcome to watch the proceedings.

Meetings start at 9 a.m. unless otherwise indicated and go until mid-late afternoon.

- Thursday, May 10 (200 FA)
- Friday, May 11 (200 CD)
- Thursday, May 24 (200CD)
- Friday, June 8 (200 CD)
- Thursday, June 14 (200 EB)

- Friday, June 22 (200 EB)
- Thursday, June 28 (200 CD)
- Friday, June 29 (200 CD)

Contract expires, June 30, 2012

Home Care Services Negotiations:

All are in SS3A, third floor, Support Services Building at University District. Sessions start at 9 a.m. and go until mid-late afternoon.

- Monday, May 14
- Thursday, June 7
- Thursday, June 21