



Summer Newsletter for ONA Members at ***Sacred Heart Medical Center***

SHMC EXECUTIVE COMMITTEE

Chair/Treasurer:
Pam Van Voorhis (NICU)

Vice Chair:
Lynda Pond (LDR)

Secretary:
Suzanne Seeley (7 Surgical)

Nancy Deyhle (ICU)

Pamela L. Finley (PACU)

Gisela Garcia (CVOR)

Dawn Prall (ICU Step Down)

ONA Labor Representative
Maureen Smith
smith@oregonrn.org
(541) 726-0772

NURSE APPRECIATION DAYS

Nurse Appreciation Days on May 4 and 5 were a great success – we had over 300 nurses drop in over the two day event and talk to ONA Statewide President, Steve Rooney; ONA's Sacred Heart Executive Committee, Staffing Committee, and PNCC representatives and ONA staff including Susan Link from Professional Services and Sarah Masterson from ONA's Political Department. Nurses entered raffle drawings for restaurant gift certificates, massages, a weekend at the coast and other great gifts! Special thanks to Debbie Lund for being the coordinator of the event! And, thanks to: Wendy Nau, Khrystal Berry, Cathy Facer, Phyllis Hurt, and Beth Flannery for their help with getting donations from local businesses and staffing the event over the two days. If you're interested in helping make next year's celebration even better – contact Debbie Lund, NICU or Maureen Smith to find out how to get involved!

SOCIAL NETWORKING SITES PITFALLS FOR THE UNWARY

Article written by Sally LaJoie, ONA Labor Relations Representative

Many of you have joined social networking sites such as MySpace, Facebook or LinkedIn. As you know, you can become online “friends” with colleagues or friends of colleagues. This raises issues that could impact your work and employees should be careful about considering future outcomes. Here are some tips to keep your personal information unknown within your employment context, as well as some basic rules about your postings and whether you can be disciplined for certain off-duty activities.

1. Create your own specialized privacy settings on the site. Most have options that will allow you to prevent anyone other than a “friend” or “friend of friend” from viewing your information. To learn how to do it on your networking site, visit the help links, or just Google “privacy settings [insert social networking site name],” which should help you determine how to keep your information secure.
2. If you wouldn't want others to know or see specific images or information, don't post it. Keep in mind that security can only go so far, and there will be accidents or surprises.
3. Don't “friend” co-workers if you include anything personal on the site.
4. Don't post anything if you're angry or impaired.
5. Consider how tone often does not transmit well in writing.
6. Don't post any patient information.

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Employers have struggled with how to address concerns over online postings, and employees often don't understand the parameters of postings created while they are off-duty. Here are some general rules. But keep in mind, these are very fact-specific situations, and you will need to contact your labor representative if you want a more specific review of your situation.

In order to discipline an employee for off-duty conduct it must meet one of the following four tests:

1. There must be serious (not speculative) harm to the employer's reputation or business as a result of the employee's posting or activity; or
2. The employee's conduct must adversely affect his or her ability to perform their job duties; or
3. The conduct leads other employees to refuse to work with that employee; or
4. The off-duty conduct seriously undermines the employer's ability to direct the work force.

There are other exceptions, such as illegal activities, harassment, and other serious activities which could automatically lead to severe discipline or discharge. If you have questions, please contact Maureen Smith at smith@oregonrn.org or 541-726-0772.

ONA EDUCATION FUNDS INCREASE TO \$175,000

As of July 1, 2011, the annual amount of money allocated to units for ONA Education Funds will increase from \$150,000 to \$175,000. We negotiated this increase in the last contract as it became clear that with additional nurses hired since the opening of RiverBend, the pool of money was not sufficient to help with registration fees and other expenses for nurses to attend important educational programs and conventions. We'll be monitoring the use of this fund in the next year before we go back to the table and negotiate a new agreement next Spring.

WEINGARTEN RIGHTS

We've had several situations where nurses have gone into meetings with their manager's and not realized that the meeting was an investigation and could lead to discipline. That's where Weingarten Rights come in— and no, we're not talking about a place to drink in Germany!

You have the right to have a union representative in an interview with your employer which may lead to discipline. To invoke this right, YOU must tell your manager or the human resources representative that you want to have representation. YOU can then contact a grievance committee representative, your Labor Relations Representative, any member of the ONA Executive Committee or a co-worker to attend the meeting with you. Management will need to give you time to reach a representative to hold the meeting.

We've asked Sacred Heart management to notify managers that it's important to be clear when calling in an employee to such an interview. We've asked for nurses to be told, "I would like to hold an investigatory meeting with you which could result in a disciplinary action. Would you like ONA representation?" Management has not agreed to do this so it's important that you know about this right and assert it!

Notice: 2011 ONA Annual Dues Increase

Effective, July 1, 2011, the Oregon Nurses Association's dues rate will increase by:

- \$1.23 per month for Professional Union members
- \$0.62 per month for reduced rate Professional Union members
- \$0.17 per month for Fair Share payers
- \$0.06 per month for reduced rate Fair Share payers
- \$0.62 per month for Professional Association members

This notification pertains to the ONA portion only and does not reflect any assessment changes that your Bargaining Unit may have voted on for the upcoming year.

Should you have any questions regarding this dues increase, please contact ONA Member Services at 503-293-0011.

Why Are Dues Going Up?

ONA determines our member's dues rate based on a process outlined in our bylaws, and this process includes a number of factors (ANA assessment, organizing fund, national AFL-CIO dues, etc). This specific increase is directly related to ONA's portion of your dues.

How is this calculated?

Dues are based upon the average compensation of our nurses following three years of employment in all of our represented facilities state-wide (average wage of the pay step following three years of employment). If nurses are making more at this step, then our dues increase by that percentage. If nurses' wages do not average more than a 1 percent increase at this step, then ONA State dues only go up by 1 percent. In the case of this dues increase, average wages increased more than 1%, which means a dues increase of more than 1 percent. More detail on this process can be found in Article II, Section 5 of the ONA bylaws.

PeaceHealth Total Rewards Survey

PeaceHealth notified ONA of its plan to conduct a system-wide survey of all caregivers including: Peace Harbor, Sacred Heart Home Care Services and Sacred Heart Medical Center beginning on June 27. ONA requested a copy of the survey in order to make an informed decision about whether our membership should participate in the survey. We received a link to the survey on June 30 and have had an opportunity to review the contents.

ONA leadership at the three PeaceHealth facilities has determined that it is not appropriate for our members to participate in the survey as it involves topics that are mandatory subjects of bargaining:

wages, health insurance, retirement, PTO and more. We notified PeaceHealth of our decision on Wednesday, July 6. The PeaceHealth Total Rewards Survey asks caregivers to make choices between important benefits and wages and limits the options in doing so. As you know, ONA conducts detailed surveys of our members prior to negotiations that cover the same topics. Both Sacred Heart Home Care Services and Sacred Heart Medical Center begin negotiations next spring and will be conducting our surveys prior to that time in preparation for bargaining. Please contact Maureen Smith, at smith@oregonrn.org; with any questions about the survey.

My Experience at the National Federation of Nurses Convention

By Katie Renken, SPA

In May I was provided with the opportunity by ONA to attend the National Federation of Nurses 2nd Annual Conference. It was held in Chicago. The states represented were New York, Ohio, Oregon, Washington and Montana. The central topic was Violence in the workplace. Here are a few of the many things I learned:



- ~ Healthcare professionals were 16 times more likely to experience violence at work compared to other workers.
(Gates & Kroeger 2009)
- ~ Out of 13 occupations, nurses were identified as second highest for risk of violence and aggression, right next to police officers who were first. (LeBlanc & Kelloway 2002) The majority of this is from patients and their families.
- ~ Some of the values of a health and safe work environment: decreased cost, increased morale, retention of nurses, improved quality and efficiency, increased patient satisfaction.
- ~ Social Networking: if Facebook was a country it would be third largest behind China and India.
- ~ Some practical considerations of social networking: Do you need to list your employer on your profile?; Talk in generalities about your work; Always pause to consider HIPAA! Think before you post!

Thank you to ONA for allowing me this experience!

NEW GRIEVANCE COMMITTEE MEMBERS

We now have seven Nurse Representatives on the Sacred Heart Medical Center Grievance Committee. These nurses along with other nurses interested in learning more about the contract and what's involved in becoming a grievance representative, attended a day long training in June. The training was conducted by Marcus Widenor of the Labor Education and Research Center at the University of Oregon. Nurses learned about investigatory meetings, grievance writing and investigation and how to present grievances and issues to management. **The Grievance Committee members are: Katie Renken, SPA; Laura Lay, MBU; Dawn Prall, ICU Step Down; Nancy Deyhle, ICU; Phyllis Hurt, NICU; Kevyn Paul, UD-ED; and Tina Romero, Float Pool.** We'll be getting their contact information out in the units. They will help ONA respond more quickly to nurse inquiries, attend investigatory meetings, help out on grievances and improve communication. Thanks to the Grievance Committee reps for stepping up and getting involved!

New ONA Publication on Nurses and Bullying in the Workplace is Available Free to Members!

ONA is pleased to present *Nurses and Bullying in the Workplace: A Resource Guide*. These tools and strategies have been designed to help nurses address the serious problem of nurse bullying in the nursing workplace.

This resource guide is guided by several well-known and well-established ethical and practical principles of the nursing profession. These principles charge all nurses, regardless of their nursing role, with responsibility for establishing and maintaining a healthy work environment.

ONA believes that we can decrease the human and fiscal costs of nurse bullying by equipping nurses with effective strategies to combat bullying and other disruptive behaviors in the nursing workplace. We hope that *Nurses and Bullying in the Workplace: A Resource Guide* will help you and your nursing colleagues advance toward the goal of reducing the occurrence of disruptive and bullying behaviors in our nursing workplaces.

To order a free copy please email your request to Pisith Kong at kong@oregonrn.org, or call 503-293-0011 ext. 335.

LOW CENSUS

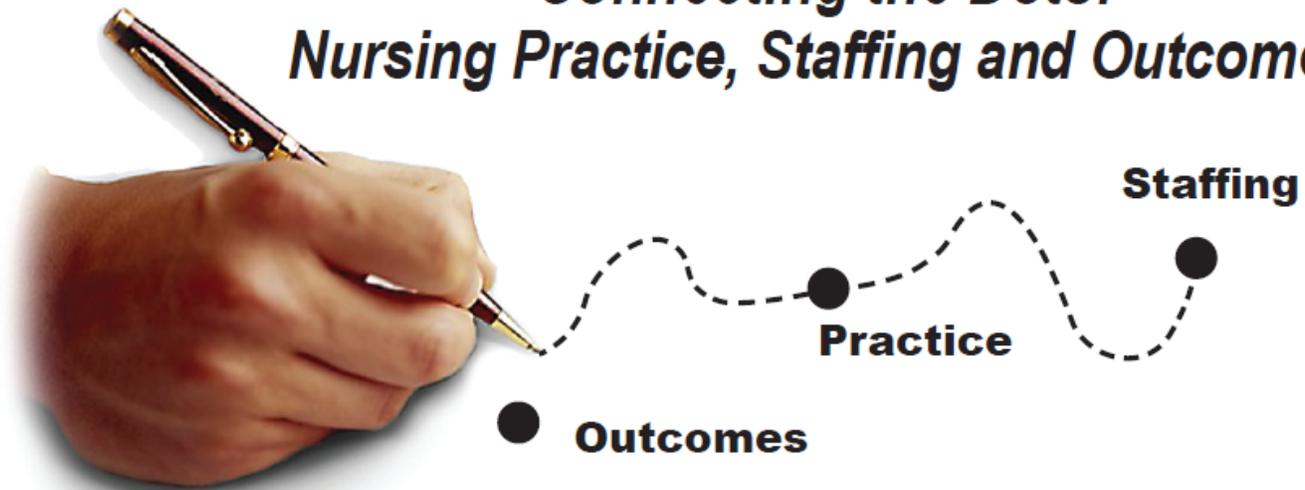
In our contract, Article 14.2.3 - Mandatory Low Census Maximum, nurses cannot lose more than 14 percent of their FTE (regularly scheduled hours) due to "mandatory low census" per six month period: January – June and July – December.

We've just moved into the second, six month period for the year. To help you understand how this new language works here is a table that shows the maximum number of mandatory low census hours you should have per FTE. As soon as you hit that number, you will be paid for any time lost—or given an opportunity to work those hours.

Management is tracking nurses hours and trying to manage them so that nurses get orientation to other units so that they can make up lost hours, get offered additional shifts on their unit to offset mandatory low census hours, etc. You should also keep an eye on your low census hours and review the contract language in Article 14.2 to understand how this new system works.

FTE (regularly scheduled hours per week/ 6 mos)	Maximum Mandatory Low Census Hours in 6 month period
40 hours week/1040 over 6 mos	145.6 hours
36 hours week/936 over 6 mos	131
32 hours week/832 over 6 mos	116.5
30 hours week/780 over 6 mos	109
28 hours week/728 over 6 mos	102
24 hours week/624 over 6 mos	87.4

Connecting the Dots: Nursing Practice, Staffing and Outcomes



Third Annual Oregon Nurse Staffing Collaborative Conference

Friday, October 21, 2011

*Smullin Center - Rogue Valley Medical Center
2825 E. Barnett Road, Medford, OR, 97504*

The third annual nurse staffing conference will explore the linkages between practice, staffing and outcomes and is important for all Oregon nurses in nursing care delivery, staffing committee members, nursing leadership, and other health care personnel involved in nurse staffing.

Conference Schedule

THURSDAY, OCTOBER 20

6:00-8:00pm Welcome Reception at SpringHill Suites

FRIDAY, OCTOBER 21

7:45-8:45am Registration, vendors, poster session -
BREAKFAST PROVIDED
8:45-9:00am Welcome
9:00-10:30am 1st Session: Nursing / Outcome Data /
Evaluating Nursing Care
10:45am-12:15pm 2nd Session: A Winning Combination: Integrating
Technology, Workspace & Nurse Staffing
12:15-1:00pm Lunch: Vendors, poster session -
BUFFET LUNCH PROVIDED
1:00-2:00pm 3rd Session: Patient Flow
2:00-3:15pm 4th Session: Innovative Project Systems
3:30-4:45pm Nurse Staffing: State of the Nation
4:45-5:00pm Evaluation & wrap-up

Featured Speakers

- Nancy E Donaldson, RN, DNSc, FAAN
- Jean Ann Seago, PhD (Nursing Science), RN, Nurse Researcher
- Lynda Enos, RN, MS, COHN-S, CPE, Ergonomist



If you have questions, please contact Pisith Kong,
Program Assistant, Professional Services
(503) 293-0011 ext 335 or kong@oregonrn.org

Find more information and to register today, go to www.OregonRN.org

Hospital Provider Taxes and Oregon Health Plan (OHP)/Medicaid Cuts

With the state facing a multi-billion dollar budget shortfall, and health care making up a significant percentage of state spending, Governor Kitzhaber proposed a 19 percent Oregon Health Plan (OHP) provider reimbursement reduction at the start of the 2011 legislative session as a way to help balance the budget. This provider reimbursement reduction is, essentially, a cut in revenue for hospitals and other health care providers who participate in the OHP.

To reduce the impact of these cuts, leadership in the Oregon Legislature and hospital lobbyists agreed to increase the state's hospital provider tax. This increase will help offset lost revenue for OHP providers. In essence, each \$1 raised by the hospital provider tax is matched by \$1.60 in Federal funds. The initial money generated by the provider tax is returned to the hospitals in aggregate through a corporation established by the Oregon Association of Hospitals and Health Systems, providing hospitals that pay this tax a dollar for dollar return.

Recently, disagreement between negotiators flared; not on raising the tax, but on how to spend the matching funds. Hospitals wanted to use the matching funds to offset only their own cuts; legislators wanted to use the matching funds to help cover OHP reimbursement reductions to MDs and NPs practicing outside of the hospital system.

The current agreement will increase the hospital tax from 2.3 percent to 4 percent (net patient revenue), which, in turn, will reduce all OHP provider cuts to 11%, both inside and outside of the hospital system. The indication is that hospitals will increase the provider tax to 5.5 percent (which is the federal allowable limit), and use the revenue generated to offset their cuts almost entirely during the 2011-2012 fiscal year.

Oregon's 32 smallest rural hospitals do not pay the tax and—through legislative action—are shielded from the cuts and will be held harmless. OHP/Medicaid patients account for an average of 11 percent of hospitals' payer mix/budget.

A budget shortfall for the large hospitals could appear during the 2012-2013 fiscal year if savings from the health care transformation effort don't materialize. This effort, led by Governor Kitzhaber, focuses on transitioning to better health care delivery through increased coordination and reliance on primary and preventive care. In addition to improving patient experiences and health care outcomes, the increased efficiency and focus on primary care is supposed to result in significant cost savings. Many health care watchers predict these savings won't be realized quickly and hospitals and other OHP providers could see double-digit reimbursement reductions, most likely resulting in less access for OHP patients. Regardless, budget writers predict a slow increase in state revenues that could help offset these cuts even if savings from the health care transformation efforts don't materialize.

ONA, along with the hospital association, has supported increasing the hospital provider tax to ease the OHP cuts. We acknowledge, however, that this tax is not the solution to Oregon's health care spending woes and have fully participated in Governor Kitzhaber's effort to reform the delivery of care.

Nurses know that our current health care system is broken and that it costs too much. ONA will continue to fight for health care reforms that incentivize the primary and preventive care that nurses provide.

For more information, please contact ONA's Government Relations program at 503 293 0011 or by email at masterson@oregonrn.org.

BAR CODE MED ADMINISTRATION

Nurses from University District brought concerns forward about the implementation of the Bar Code Medication Administration at their facility. Because University District (UD) does not have computers in the patient rooms, there are added steps that take time and could lead to employee injury. Nurses from the Medical Unit explained that they first had to find a computer cart, make sure that the batteries were charged and working, unplug the computer, clean the computer/cart, bring the computer to the shared room, often move the furniture in the room to get the computer close to the patient, explain what they are doing as the patients are often suffering from dementia, scan the patient, give the meds and then find an empty room to put the computer cart into and plug it back in.

In the Johnson Unit, there were different issues as the unit layout is very different. Carts are kept in a very small room and it's difficult for nurses to access carts, load the locked drawers with patient medications, push the carts out of the room and over the threshold, push carts through heavy, locked doors, etc. Also the carts are heavy and often have drawers that stick or other problems with functionality.

We discussed this at a Labor Management meeting on June 1. Since that time, we have had a meeting with the Johnson Unit manager and nurses proposed solutions to some of the issues. We are meeting with management again on August 2.

For the Medical Unit, we received an email from Sally Cochrane saying that she had placed an order for some lighter weight carts and wireless scanners. We are awaiting feedback from nurses in that unit and elsewhere at University District to see if the new equipment has arrived and whether it has helped cut down on the extra time involved and potential for employee injury. Please contact: Pam VanVoorhis, Bargaining Unit Chair and UD contact on our Executive Committee: pvanvoorhis@comcast.net or Maureen Smith, ONA.

Staffing Committee Elections

We had record numbers of nurses running for seats on the Medical Center Staffing Committee for open seats representing 7 Surgical/8 Medical/Oncology; OHVI 4, 5, Cath/Prep/Recovery and Cath Lab and an alternate for the ED/CDU position.

Congratulations to Kim King from 8 Medical/Onc (primary), Tyna Gormley from 7 Surgical (alternate), Cheryl Brewer from OHVI 5 (primary), Cathy Cochran from OHVI 4 (alternate) and Cari Fosnight from the CDU (alternate).

Thank you to everyone else that ran for this important committee. We still have open positions on the committee for University District. We would like to hold elections for these positions soon. Please get in touch with Nancy Deyhle, Staffing Committee Co-Chair or Maureen Smith, Labor Representative, if you work at University District and are interested in serving on this committee.

Staffing Concerns on Ortho and 7 Surgical

Nurses from Orthopedics and 7 Surgical have contacted ONA regarding recent changes in their Staffing Matrix. These changes are adding to workload, stress and concerns about patient safety. ONA representatives are bringing these concerns to management representatives from these units. We are scheduling a meeting the first week of August with Staffing Committee representatives from the impacted units and management. We will keep you informed on our progress.

For questions or to get involved, contact: Nancy Deyhle, Staffing Committee Co-Chair and ONA Executive Committee; or Maureen Smith, ONA.

BARGAINING UNIT CHAIR LEADERSHIP DAY—SEPTEMBER 22

Invitations were sent to bargaining unit chairs and co-chairs for the Annual Bargaining Unit Chair Leadership Day & CE Workshops, taking place at the Village Green Resort in Cottage Grove on Thursday, September 22. The Leadership Day provides a great opportunity to enroll in CE courses, hear guest speakers, participate in panel presentations, and network with nurse leaders from around the state, E&GW Cabinet members and ONA leaders and labor representatives. There will be door prize draws and raffles throughout the day. One of the highlights of the day will be the reports given by the BU Chairs on the happenings in their facilities.

To view more details and register, go to www.OregonRn.org, select Conferences, Events and Training Opportunities under the News and Events menu, and select Bargaining Unit Chair Leadership Day. Contact Linda Sidney at Sidney@OregonRN.org if you have any questions.

Flu Vaccination Grievance Update

ONA filed an association grievance for Sacred Heart Medical Center, Sacred Heart Home Care Services and Peace Harbor Hospital in Florence. We filed the grievance at Step 2 in the grievance process since it impacted five or more RNs. We held a meeting with Human Resources, Employee Health and two of the Infectious Disease doctors. After that meeting, ONA proposed some ideas as to how to resolve the grievance. We asked for a re-definition of patient care areas to six feet from the bedside; we asked for more frequent rest breaks for nurses that have to wear the masks, and we asked for nurse involvement at the local and system-wide level in development of policies and procedures to help prevent the spread of the flu.

We received a response on July 20 that said management was unwilling to re-define patient care areas to six feet from the bedside. We know that they agreed to this in Ketchikan, Alaska as we have been in contact with the Alaska and Washington State Nurses Associations. They claimed that we had not

raised the additional break issue in the past which is not correct. They said that it would be a substantial change in Sacred Heart's meal and rest period policy and that we had missed the timelines. They did suggest that we could have representatives this Flu season work with the local Employee Health Department. However, they said that the Infection Prevention Collaborate "is a management function. PeaceHealth does not invite or encourage union representation on such committees." In fact, one of the doctors at our last meeting suggested that an ONA representative could be part of that committee.

We are very disappointed that PeaceHealth only agreed to one of our suggested remedies for resolution.

Our Executive Committees in the three bargaining units are considering our next steps. If you have any suggestions or comments, please contact Maureen Smith, ONA.

SACRED HEART RAFFLE WINNERS

As part of the 2011 Nurses Week celebrations, raffle drawings were held for the nurses with all nurses who attended the celebrations receiving one or two raffle tickets to enter. The following is the list of winners for the raffle. If you see your name on the list, please contact Debbie Lund at 541-912-5540 so she can arrange to give you the gift.

Congratulations to all of the winners!

<u>Prize</u>	<u>Name</u>	<u>Unit</u>
Two nights at the coast	Andrea	ICU
stethoscope	Laura Neckles Morris	RIC
stethoscope	Joy Morris	CPRU
Massage- Dianne Davis	Sherry Garcia	7 Surgery
massage by Betty D.	Harvey Duckor	BHS
massage by Betty D.	Molly Jone	Endo
Healing space massage	Wendy Nau	OHVI
Healing space chiropractic	Damon Smith	NICU
Billy Mac's \$50	Janet Evans	OHVI 4
Crest massage-flax pad	Kat Yoakum	7 surgery
Euphoria chocolate \$10	Barbara Lee	Anes. Clinic
EI Super Burrito \$5	Debbie Hopper	BHS
EI Super Burrito \$5	Mary Bock	MBU
Sy's large pizza cert	Doreen Shoemaker	Rehab
Sy's large pizza cert	Nancy Deyhle	ICU
Sy's large pizza cert	Jill Cooney	ICU
Nurse purse by Molly B	Trudy Biondo	NICU
Nurse purse-Molly B	Roxanne Loomis	Float Pool
Fused glass pendant	Karen Chisholm	BHS
Fused glass pendant	Emily Kincaid	UD-ED
Fused glass pendant	Joanne Ragsdale	BHS
Fused glass pendant	Deb Harris	CPR
Fused glass pendant	Lydia Kulus	ICU
Fused glass pendant	Liz Moore	ICU
Fused glass pendant	Kim Stroda	7 Surgery
Fused glass pendant	Tracy Woods	7 Surgery
Fused glass pendant	Snow Mulroy	NICU
Fused glass pendant	Susan Jenoca	OHVI 4
Glenwood 2 dinners	Joan Schoonmaker	OR
Dough company \$10	Dana Nelson	ICU
Laughing planet \$15	Laurie Jenulis	ICU
Harlequin Beads \$5	Carol Mizana	Home Health
Harlequin Beads \$5	Sue Seely	7 Surgery
Harlequin Beads \$5	Diane Starns	Ortho
Harlequin Beads \$5	Amber Jones	UD-ED
Harlequin Beads \$5	Peggy Barnes	Hospice
Harlequin Beads \$5	Shawna Fast	OHVI 5
Harlequin Beads \$5	Jody Boyles	SPA
Harlequin Beads \$5	Liz Hayes	OHVI 5
Harlequin Beads \$5	Kathy Richards	OHVI 5
Harlequin Beads \$5	Dianna Molynaix	7 Surgery
Harlequin Beads \$5	David Schill	ED
Harlequin Beads \$5	Denise Hinz	OR
Harlequin Beads \$5	Val Fairchild	7 Surgery
Harlequin Beads \$5	Wynona Burks	Peds
Harlequin Beads \$5	LeVonne Steward	OHVI 4
Harlequin Beads \$5	Aster Thompson	8 Onc/Med
Harlequin Beads \$5	Anne Coleman	8 Onc/Med

<u>Prize</u>	<u>Name</u>	<u>Unit</u>
Harlequin Beads \$5	Chelsea Anderson	ORC
Harlequin Beads \$5	Peggy Campbell	SPA
Harlequin Beads \$5	Kathy Armstrong	ICU
Divine Cupcake \$10	Patty Nowoj	Float Pool
Divine Cupcake \$10	Cookie Green	ICU/SDU
Divine Cupcake \$10	Christine Hanson	LDR
Divine Cupcake \$10	Stacey Hoffman	8 Onc/Med
Nacho's \$10 cert	Caroline Rowell	Float Pool
Sweet Life \$35 cert	Susan Walters	Clinical educator
The Vintage Rest. \$25	Marjean Yates	7 Surgery
Hacienda Amigo Mio \$25	Joan Flanders	NICU
Elite Car bath-free wash	Jeanne Walker	UD Medical
Elite Car bath-free wash	Lisa White	6 South Neuro
Uncommon Scents \$25	Brenda Miller	8 Onc/Med
Aiyara thai restaurant \$10	Sue Roders	CPRU
Hop Valley \$25	Cheryl Brewer	OHVI 5
Ciao Pizza \$20	Carol Voze Olkawski	OR
Ciao Pizza \$20	Mary Light	8 Onc/Med
Off the Waffle \$10	Ralph Wood	ICU
Chief's Rest. \$15	Jeanne Sedge	
Hula's B's Bag & Lanyard	Lori Watson	LDR
Hula's B's \$25	David Schill	ED
Hairmaster's-pedicure	Brandi Donahue	UD-3 medical
Hairmaster's-pedicure	Emily Caldera	Cath prep/ recovery
Applebee's giftcard	Debbie Hopper	BHS
Applebee's giftcard	Emily Kincaid	UD-ED
Applebee's giftcard	Corinn Malmgreen	Peds
Applebee's giftcard	Geri Fosnight	CPRU
Applebee's giftcard	Kathy Emerson	OR
Applebee's giftcard	Nancy Deyhle	ICU
Race-for-cure shirt med	Sharon Baker	LDR
Blue t-shirt Lg	Laura Lanini	6 neuro
The Pump café \$5	Khrystal Berry	3 South Med
The Pump café \$5	Sara Smith	NICU
The Pump café \$5	Kathy Emerson	OR
The Pump café \$5	Debbie Jensen	Lactation
The Pump café \$5	Denise Larson	SPA/Endo
Bottle of Wine	Khrystal Berry	3 South Med
Bottle of Wine	Harvey Duckor	BHS
Bottle of Wine	Melissa Martin-Cook	ICU
Bottle of Wine	Peter Crooks	ICU
Bottle of Wine	Sarah Roy	NICU
Bottle of Wine	Robin Kenworthy	Peds
Total Concepts gift bag	Theresa Coglianese	SPA
Running Company MI Coach	Kim King	8 Onc/Med