

**SACRED HEART
MEDICAL CENTER
EXECUTIVE COMMITTEE**

Pam Van Voorhis (NICU)
Lynda Pond (LDR)
Suzanne Seeley (Mom Baby)
Nancy Deyhle (ICU)
James Leaf (Ortho)
Vicki Edwards (RIC-UD)
Kim Zenkere (7 North
Oncology)
Kevyn Paul (ED-UD)
Deb Cater (Float Pool)

**SACRED HEART
HOME CARE SERVICES
EXECUTIVE COMMITTEE**

Billy Lindros, Hospice
Kristi Till, Home Health
Phil Zicchino, Hospice
Carol Mizera, Home Health

Maureen Smith
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**PEACEHEALTH NURSES RALLY IN
VANCOUVER FOR SAFE STAFFING AND
QUALITY AFFORDABLE HEALTH CARE**



Left to right: Susan King, ONA Executive Director; Phil Zicchino, ONA/Sacred Heart Home Care Executive Committee; Maureen Smith, ONA Labor Relations Representative; Suzanne Seeley, ONA/Sacred Heart Executive Committee; Elaine Beers (Peace Harbor); Paul Goldberg, ONA Assistant Executive Director Labor Relations; Steve Rooney, ONA President and NFN President; Tara Gregory, ONA Professional Services Nursing Practice Consultant; Laura Lay, ONA/Sacred Heart Grievance Committee Chair

Wednesday, May 29, about 160 nurses, community members, patients, and family members were out on the sidewalk in front of the PeaceHealth corporate offices in Vancouver, Washington to show their support for the Washington State Nurses Association's (WSNA) nurses in Bellingham.

It was a great demonstration of unity, with support from Oregon Nurses Association (ONA), the Alaska Nurses Association, American Federation of Teachers (AFT), and the National Federation of Nurses (NFN). Thank you to the Oregon nurses and other supporters who made the trek to Vancouver to brave the rain in order to send a message to PeaceHealth!

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JULY 19 PAYCHECK - 2 PERCENT RAISE

Sacred Heart nurses will receive a 2 percent pay increase the first full pay period after July 1. That increase ranges from .063 cents to .096 cents per hour. This is the last raise negotiated in this contract. We'll begin negotiations again next spring and will negotiate the next wage increase at that time.

We'll be comparing our wages to other hospitals around the state and other PeaceHealth facilities to ensure Sacred Heart RN wages stay in step with other facilities.

SACRED HEART NURSES ATTEND NATIONAL MEETING OF THE NATIONAL FEDERATION OF NURSES IN WASHINGTON DC

Phil Zicchino shares his experience at the National Labor Academy: During the week of May 19 - 22, ONA members Phil Zicchino, James Leaf, and Kim Zenkere successfully completed the National Federation of Nurses Labor Academy hosted in Washington D.C.

Participants engaged in dynamic workshops educating in key issues for RNs and developing union bargaining skills.

Notable speakers focused on the Affordable Care Act (history and implementation), safe staffing strategies, managing violence/bullying in the workplace, and safeguarding professional license to name a few.

Attendees had breakfast with Illinois Congress Representative, Jan Schakowsky, to gain insight and discuss her

H.R.1907 Nursing Standards Bill 2013. In short, this legislation would mandate hospitals to implement staffing plans that ensure a specific number of patients for RNs. It would also develop an acuity system, raise hospital fines for violations, and improve rules for breaks and overtime.

The team then went to visit with Senator Wyden and Congressman Defazio at their offices to advocate for endorsement of all Federal Nursing Legislation 2013 (S. 739, H.R. 1907, and H.R. 1821). There were also discussions to improve pay parity for nurse practitioners (NP) and to expand staffing legislation to include home health and hospice.

Highlights of the trip included a personal tour of the Capitol and an invitation to attend the 113th Congressional



ONA members meet with Congressman DeFazio



Phil Zicchino, hospice RN; Kim Zenkere; 7 north oncology and James Leaf, orthopedics at the NFN Labor Academy in Washington DC

LOCAL BARGAINING UNIT DUES INCREASE BY \$1 PER MONTH

As voted in by our members in November 2012, Sacred Heart nurses will begin paying an additional \$1 per month in dues that go to the local bargaining unit this July. The ONA/Sacred Heart Executive Committee (Executive Committee) uses this money to pay for things like: actions to support contract negotiations, trainings for unit reps and contract action teams, refreshments for members at open houses and meetings, door prizes and refreshments for ONAs Nurse's day

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LYNDA POND ELECTED CHAIR OF CABINET ON E&GW



Our own Lynda Pond, ADN, RN, Sacred Heart Medical Center Labor and Delivery and Executive Committee co-chair has been elected chair of ONA's Cabinet on Economic and General Welfare!

Lynda has been on the cabinet since 2009 and will now serve a two-year term as the chair. Lynda has been a strong advocate for nurses at Sacred Heart and at the

state level as a cabinet member.

At Sacred Heart, Lynda's led many committees - she's been on several negotiating teams, co-chair of the nurse staffing committee, professional nursing care committee (PNCC) chair, grievance committee, Executive Committee and more!

In her new role, Lynda will also be a representative for ONA in dealings with the NFN, AFT, the American Nurses Association (ANA), and the AFL-CIO. We're proud of Lynda in taking this big step and know that she'll do an excellent job.

Congratulations, Lynda!

Bargaining Unit Dues Increase (Continued from Page 2)

events, training costs for strategic planning sessions conducted by the University of Oregon's Labor Education and Research Center and stipends for members of the negotiation team.

Nurses that participate in negotiations bear a substantial financial burden. Thanks to your support we'll be able to increase the stipend to \$250 per missed shift for the next negotiations, scheduled for 2014 (up from \$175). We are basing the \$250 on approximately what the Step 1 earnings would be for an 8-hour shift. This seems to be a fair and reasonable amount for these nurses.

Bear in mind that this is only for missed shifts and nurses still donate many hours to meetings and planning sessions that happen outside of negotiations. There are nurses who have told us they can't afford to be on the negotiating team due to lost wages. Thank you for supporting your union!

ONA AND HUMAN RESOURCES AGREE TO CHANGE IN STEP PAY INCREASES!

Earlier this year, nurses brought a concern to our attention that they were not getting their step increase on their anniversary date. ONA looked into the issue and had several meetings with human resources (HR). We discovered that HR had changed their practice and were now paying the step increases the first full pay period after the last step increase took effect rather than the first pay period following the actual anniversary date.

For example, a nurse has an anniversary date of September 5. She moved to the next step on September 20. HR was using September 20 as the date for her next increase so, depending on payroll dates, she could have her step increase pushed back by another two weeks.

The Executive Committee believes that the intent of the contract language is to pay nurse's their increase "effective the beginning of the pay period following the later of the nurse's anniversary or adjusted anniversary date of employment as a nurse" – per article 9.1 - NOT, the date they received their step increase.

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PeaceHealth Nurses Rally in Vancouver *(continued from Page 1)*



Above: Suzanne Seeley, Mother Baby RN and Executive Committee member tells the crowd that ONA nurses support their cause!

Wow...that's what unity looks like...that's what solidarity feels like!

Response of WSNA after big turnout of supporters at rally



Above: Christine Himmelsbach, WSNA gets the crowd fired up!



Left: Phil Zicchino, hospice RN and ONA/Sacred Heart Home Care Executive Committee member shares ONA's concerns about changes in the health insurance at PeaceHealth.



Far Right: Phil Zicchino, Laura Lay, Maureen Smith, Mike Burton (operating engineers), Suzanne Seeley and Elaine Beers (Peace Harbor) show their support at the rally!

Check Out ONA on Facebook and YouTube

Facebook - <https://www.facebook.com/OregonNursesAssociation>

YouTube - <http://www.youtube.com/user/OregonNurses>



PeaceHealth Nurses Rally in Vancouver *(continued from Page 4)*

Nurses from Sacred Heart Medical Center, Sacred Heart Home Care Services, and Peace Harbor Hospital joined ONA staff, numerous labor unions (including the local operating engineers!), community groups and members of WSNA Wednesday, May 29 in Vancouver at PeaceHealth's headquarters. Nurses delivered petitions and a message to chief executive officer (CEO) Alan Yordy. It was no secret we were coming. ONA and WSNA sent a letter to Yordy informing him why the nurses were coming and requesting he come out to meet with the nurses, listen to the nurses and accept their petitions. He was not available to meet with the delegation.

Bellingham nurses had a session with a federal mediator in early July and are scheduled for another one on August 15. We will keep you informed on the progress of their negotiations. It's important that PeaceHealth RNs stay united in order to be stronger advocates for better working conditions and safe patient care!

SAVE THE DATE OCTOBER 1 & 2, VALLEY RIVER INN, EUGENE

Nursing CE Day

Transitions: The Value of Nursing in a Changing Health Care System

The current upheaval in the health care system in Oregon is being driven by efforts to reform through the development of coordinated care organizations and primary medical homes, by cutting costs, and through development of differing roles and care givers. At the center of this upheaval, patients and families try to decipher what these changes will mean.

Nurses look at this system as a second-by-second event where care delivery is intersected by systems that are struggling to respond in different ways. Nurses at every

level, system, site and practice setting need to recognize that they are not just a cost to the system, but provide real and substantial value.

This convention explores a two-part paradigm for nursing: the "value of nursing" balanced with "cost of care". Speakers from within and outside Oregon will be presenting.

Labor CE Day

More details on Labor CE Day will be posted as they are confirmed.

For more information go to www.OregonRN.org.

Step Increases *(Continued from Page 3)*

HR has now changed their practice so that nurses should be getting their increase based on their anniversary or adjusted anniversary date.

We were happy to come to resolution of this issue without having to file a grievance. HR has committed to letting us know if any nurse could be negatively impacted by this

change in practice.

We would then meet to determine how to handle each individual situation. Please contact your ONA representatives with any concerns or questions regarding this issue.

Thank you!

NEW ONA HOTLINE!

Your local ONA/Sacred Heart Executive Committee has started a hotline for members to leave messages regarding non-emergency questions.

Executive Committee members will check the voicemail daily and get back to you within 48 hours. *Please leave your name, unit, phone number and best time to call!*

Sacred Heart Hotline: 541-343-1199

NURSE'S JUDGMENT TO BE HONORED - KNOW YOUR RIGHTS - FLOATING AND ORIENTATION

ONA leadership is very frustrated that this issue continues to be a problem. We've met with nursing administration, HR and the house supervisors. At each of these meetings, management has committed to honoring individual nurse judgment as to their ability to safely take a team of patients or work as a supplemental assist.

ONA is likely going to have to file an association grievance to get management to uphold their agreements. The staffing committee re-defined unit clusters for the purposes of getting nurses oriented. Managers were to send a communication to their units and request volunteers to kick off the orientation process. Management has not allocated any resources to orientation for so long, there are many nurses that have not been oriented to a float unit.

Nurses continue to contact ONA with stories of being pressured to float to units without proper orientation and citing the new contract language. This is untrue! The new language does not force you into floating to a unit where you have not been oriented!!

If you're oriented to the patient population they're asking you to work with – **you would still need a minimal orientation to the unit.** Management has also agreed with ONA that even a minimal orientation cannot happen in the moment—it needs to be pre-scheduled unless the nurse agrees otherwise.

You can be asked to be a supplemental assist to any unit regardless of whether you've had orientation to that unit. The key difference is that if you're working as a supplemental assist – you do not have primary responsibility for a team of patients.

Here's the Contract Language

8.10 Floating A nurse who is scheduled to work on his/her regular unit may be required to float to any other nursing unit, except that nurses in the Women's and Children's Complex (NICU, Labor and Delivery, Pediatrics and Mom/Baby) will not be required to float to units outside of the Complex.

8.10.1 Float assignments. Nurses shall receive float assignments commensurate with their skills, competencies and the patient populations to which they have been oriented. Among nurses on a unit who are competent to perform a float assignment, volunteers shall be first, followed by agency, traveler and temporary nurses, then float pool nurses, and then by an equitable system of rotation among the remaining nurses on the unit. The system of rotation shall be in accordance with float guidelines established between the unit manager(s) and a majority of the nurses on the nursing unit.

These float guidelines shall be written and available for review on each nursing unit. **At a minimum, nurses assigned to float will receive or will have previously received basic information needed to work on the unit, including unit layout, location of supplies, and essential unit protocols.** A Charge Nurse may be required to float when not assigned to perform the duties of the Charge Nurse for that shift. A bargaining unit nurse who is assigned primary preceptor duties for that shift shall not be subject to the float rotation for that shift.

8.10.2 Supplemental assistance. In addition, any nurse may be required to provide supplemental nursing care on any unit where the need arises, without specific unit orientation, **provided that the nurse may refuse any specific component of such an assignment that the nurse, in his or her professional judgment, does not assess is appropriate.**

In such a case alternate nursing care duties will be assigned in the unit. This right of first refusal shall be limited to units where the nurse has not completed orientation specified in Section 8.9. All such assignment of nursing care shall be consistent with licensure requirements for registered professional nurses in Oregon. Such a nurse shall not be required to take a primary patient care assignment, but shall be expected to perform the functions identified in the list of supplemental assist functions formulated by the staffing committee.