



June 15, 2010

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

**SHMC
EXECUTIVE COMMITTEE**

- Chair Pam Van Voorhis (NICU)
- Vice Chair Sue Seeley (7 Surg)
- Vicki Edwards (RIC)
- Sherry Tillman (BHS)
- Glenda Brooks (PACU)
- Nancy Deyhle (ICU)
- Lynda Pond (LDR)

**SHMC
NEGOTIATING COMMITTEE**

- Chair Pam Van Voorhis (NICU)
- Vicki Edwards (RIC)
- Sherry Tillman (BHS)
- Glenda Brooks (PACU)
- Nancy Deyhle (ICU)
- Suzanne Seeley (7 Surgical)
- Lynda Pond (LDR)
- Denise Gilbert (OR)
- Dawn Prall (RB-ED)
- Alternate Mark Bird (UD-ED)
- Alternate Katie Renken (SPA)

**SHHCS
EXECUTIVE TEAM &
NEGOTIATION TEAM**

- Chair Billy Lindros (Hospice)
- Vice Chair Steve McClain (Hospice)
- Secretary Terri Dean (Home Health)
- Treasurer Kristi Till (Home Health)
- Member-at-Large Shirley Hofeld (Home Infusion)

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

Bargaining Update/ Contract Action

June 22 - Tuesday
RiverBend 200EB
7:30-8:30a 1:30-2:30p
RiverBend 200FA 3:30-4:30p

June 23 - Tuesday
University District SS3B
7:30-8:30a 1:30-2:30p 3:30-4:30p

**OUR CONCERN GROWS AS MANAGEMENT
PROPOSALS ARE EXAMINED CLOSELY**

Home Care Services Negotiations Winding Down

At negotiations on June 10, we reached tentative agreements on nearly all of the outstanding issues for Home Care Services.

- **Cell Phones** – We provided data that showed nurses were using their personal cell phones for work-related phone calls for over 400 minutes per month. During discussions about cell phones, several issues came up: concern about HIPAA issues; patients and their families having nurse's personal cell numbers, and the Agency's ability to contact RNs in the event of an emergency. These concerns led to an agreement with management to have the Agency provide cell phones for all field nurses. This practice is common in other Home Care Agencies including Providence and Cascade Health. There will be a transition period to allow nurses to modify or drop their personal cell phone contracts as a result of this change.
- **Filling of Vacancies** – We were able to maintain seniority as the primary criteria for filling vacancies. Our message to management was that if the internal applicant is qualified for a position, they should get the job over outside applicants.
- **Unfinished business** - We did not reach agreement on two key areas: PTO utilization (Appendix B of the contract) and wages. Both of these issues will be discussed at the joint negotiations on 6/24. Management is still proposing a three-year contract with a 2% increase on 7/1/10 and wage re-openers on 7/1/11 and 7/1/12. (They've proposed a 2% increase for each year of the contract for Medical Center nurses). On the issue of PTO, we've listened to management's concerns about adequate staffing and ability to get patients on service in a timely manner. We presented our concerns about nurses being able to take time off and get needed and earned breaks from work. We think the ultimate solution is having enough nurses to respond to patient needs AND ensure the ability to use PTO.

Tough Day in negotiations on Friday, June 11

We had a difficult negotiation session on Friday with discussions about Low Census, On-Call pay for CVOR nurses, the PACU and OR Hybrid on-call positions and differential pay. After 8 hours of negotiations, we only had tentative agreements on a few issues.

The discussions about low census include a cap on the amount of low census nurses would have to take in a six month period; the order of low census, what counts toward the low census cap, floating, orientation. We have told management that this issue is a priority for our members. We don't think nurses should be subject to an unlimited loss of pay for extended periods. Management has proposed a cap of 144 hours in a six month period—we've changed our proposal to be a cap of 10% of your hours over 6 months. We will continue to discuss this important issue at the next sessions.

We're scheduled to negotiate this Thursday (6/17) and then 6/24 and 6/25. We're also tentatively scheduling a mediated session on July 1.

Wanted: Home Care RN Stories on PTO

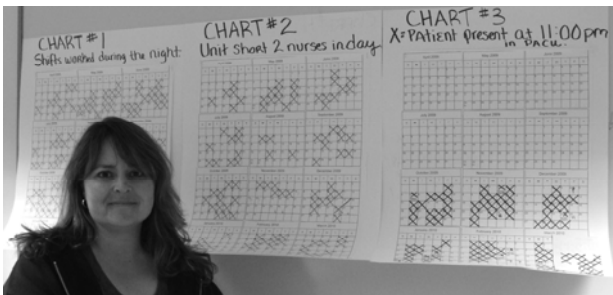
Currently the contract specifically excludes FMLA/OFLA and worker's comp absences from the scheduled time off minimums. Now, management wants to include 1 of these absences against our minimum scheduled time off limit. Many RNs have expressed concern over the difficulty in getting scheduled time off already. Their proposal means it will be more challenging than ever to get scheduled time off.

Email nguyen@oregonrn.org by **Wednesday, 6/23** the following:

- 1) Your Name:
- 2) Years of Service for SHHCS:
- 3) Have you ever been denied paid time off before? If yes, how many times?
- 4) How does management's proposal negatively affect you?
- 5) Do you want management to withdraw the proposal?

Keys to a Strong Contract: Solidarity and Participation

Many RNs have participated by attending update meetings, circulating petitions, and observing at the table. This is crucial to winning a strong contract. **Keep up the good work!**



Photos above: 1. PACU RN Stacey Gamble made charts to visually demonstrate to the management team how their proposal affects not just her, but her unit and patients. 2. Concerned RNs pack the room for updates at the Contract Action Meetings. 3. RN Billy Lindros and ONA Rep Maureen Smith give a bargaining update to home care RNs.

Observers Wanted: Upcoming Bargaining

SHHCS

June 24 - Thursday

8-10am

Location: TBA

SHMC

June 25 – Friday

0900-1700

RB 200EB

Make a Difference.

Join us!

Sign an ONA Petition Today!

We are circulating an ONA petition to help protect our current benefits and make vital improvements.

Don't forget to sign on and demonstrate your solidarity for stronger contract.

Can't find one on your unit?

Go to www.OregonRN.org, click on Union, Bargaining Units, Sacred Heart, under News and Updates, click on the "ONA Bargaining Petition."

Return it on these three ways:

1. email to nguyen@oregonrn.org or
2. by 503-293-0013 fax
3. or in person:

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