

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

Contract Action Preparations!

We need your help! Bring your colleagues, friends and family!

July 7 - Wednesday UD SS3B
 7:30am-9:30pm

July 8 – Thursday RB
 Private Dining Room
 7:30am-9:30pm

**PRODUCTIVE BACK TO BACK SESSIONS LEAVE
ONLY A FEW KEY ISSUES ON THE TABLE**

Our team met with management for 2 consecutive sessions on Thursday and Friday, with major accomplishments in negotiations.

Victories at the Table this Week

Low census: We won a maximum mandatory low census cap of 14% of nurse's FTE! (Without most of the previously proposed restrictions)

PTO: We beat back changes in nurse's ability to get time off.

Management withdrew their proposal to count OFLA/FMLA and worker's comp in PTO minimums. However this is still a major issue for home care services. SHMC RNs will continue to stand with our home care colleagues to protect all nurse's access to time off.

Mandatory Training: Management recognized that there are problems in tracking completion of mandatory training, so we were successful in removing the penalties to RNs for failure to complete these trainings. Both sides committed to making good faith efforts to complete mandatory trainings.

Remaining Issues

Wages:

ONA Proposal 7/1/10	7%	SHMC Proposal 7/1/10	2.5%
1/1/11	3%	7/1/11	2%
7/1/11	5%	7/1/12	2%

Insurance Benefits & Standardization: Our ONA team stood firm that we cannot accept management's insurance proposal. It hurts 90% of our membership!

Our first mediated session will be next week on Thursday, July 1. Stay tuned for more updates on how you can be involved in winning a strong contract!

RNs Speak: 800 Voices Strong

In less than 3 weeks, RNs worked hard to collect over 800 signatures on our ONA petition to protect current benefits and make critical improvements to our contract. On Friday 6/25, our team presented a copy of the petitions at the table and a delegation of RNs presented a copy to CEO, Mel Pyne's office. Our collective voices are stronger together. Great work everyone!





ONA RN Treated Unfairly

Karen Lefkowith was disciplined without just cause early this month when her manager called her into a meeting and handed her a written corrective action. It was no coincidence that this discipline occurred after she and several other RNs collectively raised concerns regarding inadequate staffing levels. ONA filed a grievance.

In the interim, Karen's Anesthesia Clinic RN colleagues wrote and signed a letter of support expressing their dismay at the unwarranted

action taken by the manager. Aside from the discipline being without grounds, this unified action gave management pause.

The right thing to do would have been to revoke the disciplinary action. But instead, at the grievance meeting last week, Karen was admonished for talking to her coworkers about the grievance, and called inappropriate even though she has a protected right to talk to her coworkers about union activity. Management tried to deny that the discipline had ever occurred, simply because the manager had failed to sign it, stating that they would get back to her about their decision of whether to discipline or not. Needless to say, ONA is challenging this absurd position and will continue to advocate for Karen and any RN unfairly disciplined.

Weingarten Rights: RNs Don't Go Alone!

We are ONA RNs and therefore have a benefit available to us that unrepresented employees do not have: Weingarten rights. If we are called into an investigatory meeting with a supervisor that could lead to discipline, be aware that we have a right to representation!

Take the following steps:

- Stop the meeting;

- Invoke your rights by making this statement;

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that a union representative be present at the meeting. Without representation, I choose not to answer any questions."

- Contact your unit rep or ONA exec team member;

- Wait for him/her to arrive OR reschedule the meeting for when he or she can be present with you. We are not alone!

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friends and family!

(More details to follow)

July 7 – Wednesday

UD SS3B

7:30am-9:30pm

July 8 – Thursday

RB Private Dining Room
(by the cafeteria)

7:30am-9:30pm

Make a Difference.

Building a pro-RN legislature:

As part of ONA's candidate endorsement process, nurses will be conducting a series of endorsement interviews with candidates for the Oregon Legislature. Nurses who participate in the interviews will have the opportunity to help educate candidates about nursing issues and to hear where they stand. Endorsement interviews are scheduled in Springfield at Sacred Heart Medical Center at RiverBend at 5:30 pm on Wednesday, July 7th, for State House District 14, and State Senate District 6. If you would like to participate in the Eugene interviews, or want more information email Sarah Masterson at 800-634-3552 or masterson@oregonrn.org.