



July 2, 2010

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

**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 Updates  
 (1 hr ea)**

Come for an update, complete copies of TA and prep for vote!

**July 7 - Wednesday UD  
 SS3B**

7:45a, 1:30p, 3:45p

**July 8 – Thursday RB  
 Conference Room 200FA**

7:45a, 1:30p, 4p,  
 Private Dining Room  
 5:30p, 7:45p

**TENTATIVE AGREEMENT REACHED:  
 ONA TEAM RECOMMENDS A “YES” VOTE**

Your ONA negotiation team reached a tentative agreement with Sacred Heart management at approximately 8:00 pm on July 1. On July 1<sup>st</sup>, we started our mediated session at 9:00 am and worked hard through the day to reach agreement on issues that our members have identified as top priorities. These include: wage parity between Home Care Services and Medical Center RNs; a wage increase that helps Sacred Heart Nurses “catch up” to other comparable hospitals; a cap on the amount of low census hours any nurse would have to endure — without concessions in other important contract provisions; and maintaining our benefits.

We believe the tentative agreement holds true to these goals and is the best possible agreement we can reach at this time. While we did agree to modifications of the insurance premium share during the 2<sup>nd</sup> year of the contract, these will not occur until our members have received wage increases worth 8.5%.

A summary of the changes are listed in the chart below. We will post copies of all the tentative agreements on our website and will also have them available at our bargaining update meetings.

I want to thank the negotiating committee members for their commitment to getting the best possible contract for our members—Maureen Smith, ONA Labor Representative

<b>Provision</b>	<b>Tentative Agreement Highlights</b>
Contract duration	2 years
Wages (App. A)	4.0% effective 7-1-10 1.0% eff. 1-1-11 3.5% eff. 7-1-11  Wages apply to Home Care Services and the Medical Center – we maintained our goal of wage parity between the two groups!
Health insurance (15.1)	RNs receive same benefit of health care reform changes as other employees.  <b>Medical/Dental premium changes January 1, 2012</b> 35-40 hours/week = 100% employee only/ 85% all other tiers 29-34 hours/week = 80% all tiers 20-28 hours/ week = 70% all tiers  30 day eligibility waiting period remains in place Additional life insurance (\$100,000) for all RNs doing patient transports

<b>Provision</b>	<b>Tentative Agreement</b>
PTO (10)	<p>Increase number of PTO tiers and net increase in PTO accrual effective January 1, 2012</p> <p><b>Current:- 2011</b> 1-3 years of employment: 26 days 4-8 years 31 days 9-20 years 36 days 21+ years 41 days</p> <p><b>2012:</b> 1-4 years of employment: 27 days 5-9 years: 32 days 10-14 years 36 days 15-19 years 38 days 20+ 41 days</p> <p>Nurses shall not suffer a reduction in accrual rate as a result of implementation of the new accrual rates in Paragraphs A-C above.</p> <p>PTO eligibility -- .5 FTE. PTO non-accrual on PTO cash-out. .</p>
Holiday pay (9.4.6)	Exchange Christmas Eve for Easter as paid holiday.
Evening shift (9.6)	Increase from 7% (currently \$1.99) to 7.5% of base step. (This will be \$2.32 by end of contract)
Differentials	All differentials not listed remain the same and will be percentage based and not flat rate.
Call pay (9.7)	Increase mandatory call from \$4.00 to \$4.50 7/1/10 and \$5.00 an hour in 7/1/11. Maintain regular call at \$3.50 per hour
Cert pay (9.11)	Increase to \$.90 per hour
Bereavement (11.6.1)	No limit on number of paid bereavement leaves
Education (16.3)	Maintain current education days language.  Increase fund from \$150,000 to \$175,000 in 2011.
Low Census (14)	Create a cap on mandatory low census of 14 % of a nurse's FTE over 6 months.

## ONA Ratification Vote

### SHHCS

July 12– Monday

Juanita Fix Room

7:30-8:30a

4:30-5:30p

### SHMC

July 13—Tuesday

UD SS3B

7:30-10a, 1-6p

### SHMC

July 14 – Wednesday

RB Private Dining Room

(by cafeteria)

7:30-10a, 1-6p, 7:30-9p

**Make a Difference.**

**Join us!**

### **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 [masterson@oregonrn.org](mailto:masterson@oregonrn.org).