Your BU co-chairs Rita Vait and Ann Richards presided at a March 16, 2016, membership meeting with more than a dozen members attending. Both Rita and Ann announced this would be their last time leading our bargaining team as they both expect to retire before the next bargaining round. We are very grateful for their leadership for many years. They have voluntarily donated their time and energy for the greater good. Now, they are eager to mentor new leaders. Please consider stepping forward to guide our association into the future.

Since our contract expires on June 30, 2016, our meeting focused on the upcoming negotiations with our employer. We discussed a large number of possible proposals, including a cost of living increase, an additional step increase for senior nurses, and ramifications resulting from the opening of the Pete Moore hospice house. We also reviewed a recent wage study from ONA’s contracts with other home health and hospice employers (see article on pages 2 and 3).

(Continued on page 2)
We Will Be Bargaining Soon!  

During the meeting, we heard from our two on-call nurses. Other nurses unanimously expressed tremendous admiration for the RNs who have accepted this difficult and essential role. We will support them, as they attempt to create a healthier work-life balance for themselves, by bringing forth bargaining proposals to the employer.

At a follow up meeting on March 23, the bargaining team reviewed the results of our pre-negotiation bargaining survey. (If you have not completed a survey, there is still time for your input, please follow this LINK). We analyzed the results of the surveys submitted so far. Out of 26 RNs at CHS, fifteen completed a survey, for a response rate of 58 percent.

Unsurprisingly, safety and workload issues dominated the results. More than two-thirds of respondents expressed concerns about being involved in an auto accident, patient lifting, exposure to infections, and falls (see chart).

Further, almost one-half reported that the pace and intensity of the patient care load as the primary reason they might leave their current position (47 percent).

The highest contractual priority among respondents was the ability to use and schedule PTO; 79 percent ranked it as a “very high” or “high” priority.

### Survey Results

<table>
<thead>
<tr>
<th>Safety and Health Issues Ranked High</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being involved in automobile accidents</td>
<td>87%</td>
</tr>
<tr>
<td>Manual patient lifting, transfers or handling</td>
<td>80%</td>
</tr>
<tr>
<td>Being exposed to infectious diseases</td>
<td>79%</td>
</tr>
<tr>
<td>Slips, trips and falls</td>
<td>67%</td>
</tr>
<tr>
<td>Lifting and carrying equipment and supplies</td>
<td>53%</td>
</tr>
<tr>
<td>Working at poorly designed computer work stations</td>
<td>53%</td>
</tr>
<tr>
<td>Physical assault/violence by patients or others</td>
<td>53%</td>
</tr>
<tr>
<td>Attacks by animals</td>
<td>47%</td>
</tr>
<tr>
<td>Being exposed to toxic chemicals</td>
<td>33%</td>
</tr>
<tr>
<td>Needle sticks</td>
<td>20%</td>
</tr>
</tbody>
</table>

Question reads: “The safety and health issues I feel are most likely to cause me injury are:”

If you have not completed a survey, there is still time for your input, click here or go to OregonRN.org and select Cascade Health Solutions under Find Your Bargaining Unit.

---

2016 WAGE STUDY

**Senior CHS Nurses Earn $2 Less in Hourly Wages than Regional Competitors**

In preparation for our bargaining, our bargaining team studied 2016 ONA collective bargaining agreements (CBA) with the four home health and hospice (HH&H) employers. Besides CHS, these employers comprise the large HH&H Portland-area operation by Providence Health, Peace Health’s Sacred Heart home care services centered in Eugene, and Amedysis, a hefty Louisiana-based hospice corporation with a small Oregon footprint.

CHS lags behind each of these employers in hourly wages at every level of experience (see table). For RNs with fewer than 20 years of experience, CHS falls $2.26 per hour behind Providence Health and $2.61 per hour behind Peace Health.”
relevant HH&H experience, CHS pays roughly 50 cents below our regional competitors. However, for 30-year HH&H nurses, CHS pays $1.99 less per hour than the industry standard, because comparable employers offer a step increase after 23 years of relevant nursing experience. To approach similar wages, CHS would need an additional step increase (Step 14) in our CBA.

### Unit Representative Training

ONA has scheduled unit representative training in the Eugene/Springfield area in the coming weeks. If you know a nurse who is interested in serving, please contact your labor representative.

<table>
<thead>
<tr>
<th>Facility</th>
<th># of RNs</th>
<th>After 3 years</th>
<th>After 10 years</th>
<th>After 20 years</th>
<th>After 30 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amedysis</td>
<td>18</td>
<td>$36.98</td>
<td>$42.12</td>
<td>$47.45</td>
<td>$49.14</td>
</tr>
<tr>
<td>Cascade Health Solutions</td>
<td>26</td>
<td>$36.76</td>
<td>$41.78</td>
<td>$48.43</td>
<td>$48.43</td>
</tr>
<tr>
<td>Providence Health &amp; Hospice</td>
<td>237</td>
<td>$37.93</td>
<td>$43.57</td>
<td>$51.45</td>
<td>$52.07</td>
</tr>
<tr>
<td>Sacred Heart Home Care Services</td>
<td>85</td>
<td>$36.96</td>
<td>$41.91</td>
<td>$48.56</td>
<td>$52.04</td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td></td>
<td><strong>$37.16</strong></td>
<td><strong>$42.35</strong></td>
<td><strong>$48.97</strong></td>
<td><strong>$50.42</strong></td>
</tr>
<tr>
<td>CHS Wage Gap</td>
<td></td>
<td>-$0.40</td>
<td>-$0.57</td>
<td>-$0.54</td>
<td>-$1.99</td>
</tr>
</tbody>
</table>

2016 Wage Study

(continued from page 2)

“|
---

| **It is not how much you do, but how much love you put in the doing.** |

Mother Theresa

Unit representatives are our on-the-floor shop stewards and serve other nurses as a conduit of information. Unit representatives are often the first contact for a nurse who has a contractual question. We would like a unit representative on every shift, every day, in every unit. Unit representatives do not serve a defined term of office, but may step up or down depending on their other obligations.

Unit Representative Training

ONA has scheduled unit representative training in the Eugene/Springfield area in the coming weeks. If you know a nurse who is interested in serving, please contact your labor representative.

<table>
<thead>
<tr>
<th>Part ONE:</th>
<th>Part TWO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sat., April 9, 10 a.m.-1p.m.</td>
<td>Sat., April 30, 10 a.m.-1p.m.</td>
</tr>
<tr>
<td>Thurs., April 28, 10 a.m.-1p.m.</td>
<td>Tues., May 3, 10 a.m.-1p.m.</td>
</tr>
</tbody>
</table>

“|
---

| **It is not how much you do, but how much love you put in the doing.** |

Mother Theresa

Unit representatives are our on-the-floor shop stewards and serve other nurses as a conduit of information. Unit representatives are often the first contact for a nurse who has a contractual question. We would like a unit representative on every shift, every day, in every unit. Unit representatives do not serve a defined term of office, but may step up or down depending on their other obligations.

Union stewards (or unit representatives) are the key cog in labor unions. Their yeoman effort is the foundation on which the edifice of our organization stands. For without basic job security protections, a labor union cannot bargain contracts and lobby for legislation.

This slim volume offers a hands-on guide for novice unionists with bite-size chapters. Schwartz, the dean of labor law, provides unit reps with an essential tool that should be read by all union members. It delivers easy-to-understand explanations of important topics, including:

- the special status of union stewards
- the grievance process
- right to information
- Weingarten rights
- the duty of fair representation

If you are looking for a one-stop shop for answers to your labor law questions, this is the book to consult first! Each chapter ends with a question-and-answer section that breathes life into the legal concepts with real-world examples. Accompanying the clear language and often-humorous discussion are delightful cartoons that exemplify key principles.

Given the challenges we face, ordinary workers can build power by standing up for their fellow workers in regular conversations with managers on workplace issues. Unit representatives perform noble and altruistic tasks by advocating for workers’ rights. This book provides the basic tools to help them in particular—often complex—cases.

We provide a free copy of this book to RNs who complete unit representative training. See the box on page 3 for unit representative training in the Eugene/Springfield area. Contact your labor representative for more information.

---

**Vital Labor Signs at Peace Health**

**Four Labor Unions Negotiating at Sacred Heart**

As we prepare for our negotiations, it is helpful to monitor the vital signs of other labor unions’ efforts in the Upper Willamette Valley. In this article, we highlight the work of others in the labor movement who are struggling with Peace Health.

**ONA AT SACRED HEART**

ONA has two collective bargaining agreements with Peace Health in the Eugene/Springfield area which expire June 30, 2016. At Sacred Heart Medical Center’s two locations (River Bend in Springfield and University District in Eugene), we represent over 1,300 RNs. One of the issues that the members organized around last year was safety concerns associated with a caring for a morbidly obese patient. After a grievance supported by a petition, two ONA liaisons were appointed to a newly formed Hospital Bariatric Committee. Also, as a result of concerted nurses’ action, SH was cited for an Occupational Safety and Health Administration

(Continued on page 4)
(OSHA) violation related to this case.

ONA also represents 85 RNs employed by Sacred Heart Home Care Services, who have a separate contract. Last fall, in response to concerns from nurses about inadequate orientation for newly hired RNs, the ONA leaders orchestrated a petition drive and a meeting with the agency director. The product was a task force, which includes ONA nurses, to improve orientation protocols and procedures.

The medical center and home care nurses negotiate at the same table and their first bargaining sessions are tentatively scheduled for April 20-21. In January, the ONA Executive Committee at the medical center appointed 11 RNs to their bargaining team. The ONA executive committee at home care services added a Hospice Representative to complete their five-member bargaining team. Both bargaining teams are reviewing the results of the pre-negotiations survey to inform them on what issues to bring to the table, but safe staffing is likely to be among the top concerns.

CARE PROVIDERS
Service Employees International Union (SEIU)-Local 49 represents 1,100 front line care providers, who are negotiating their first contract with SH. Their last scheduled bargaining session is March 28. On March 30, they will be holding a vote to accept or reject what management has on the table after that session. A “no” vote would also authorize the bargaining team, at their discretion, to give a 10-day notice for an informational picket.

Last May, these employees voted to unionize and chose Service Employees International Union-Local 49 to represent them. Their ranks include LPNs, dietary aides, technicians, coordinators, specialists and support staff across the facility. These employees work in critical units in the hospital, including pharmacy, ED, patient access, environmental services, food services, supply chain and inventory control. Local 49’s bargaining is focused on four principles: safe staffing, livable wages, affordable health care and respect on the job.

OPERATING ENGINEERS
Local 701 of the International Union of Operating Engineers represents 60 facilities and biome technicians at Sacred Heart. They voted to unionize in May 2012 and will begin negotiating their second contract soon. On April 8, both sides will meet to discuss ground rules and the bargaining schedule.

HOSPITALISTS
Pacific Northwest Hospital Medicine Association (PNWHMA), representing 30 hospitalists at Sacred Heart, voted to unionize in October 2014. They earned another victory in March 2015 when SH announced it would not be outsourcing hospitalists and they remain SH employees. Today, a year later, PNWHMA, an American Federation of Teachers (AFT) affiliate, are still negotiating their first contract with ONA providing support staff.
Make a Difference Next Election

When Oregonians study the candidates for local school boards, service districts and city councils this spring, they won’t see many nurses. Imagine what we could accomplish if our elected leaders shared nurses’ experiences and values. If you’ve ever thought about running for public office, sign up for the Oregon Labor Candidate School (OLCS) today and find out if you’ve got what it takes to be a great elected leader.

ONA partnered with other local unions to found the OLCS in 2012 to train and support union members who are interested in running for public office. Over the last four years, OLCS has successfully trained 72 union members from 20 different unions including ONA. Twenty-six OLCS participants have gone on to run for office and 18 graduates are currently serving in elected office including on school boards, community college boards, educational service districts, city councils, the state Legislature and state boards and commissions across Oregon.

OLCS is currently accepting applications for classes starting in Eugene in April and in Portland in October. Classes are held on the third Saturday of each month for six months. OLCS’ engaging and interactive curriculum will benefit political newbies and experienced campaigners alike. All participants will learn essentials of fundraising, campaigning and policy.

If you are interested in learning more about OLCS contact Sara Ryan at:

Sara Ryan  
sara@oregonlaborcandidateschool.org or call 503-957-0306.

You may also visit:  