



Oregon Nurses Association
(ONA)
Bargaining Unit Newsletter

Cascade Health Solutions (CHS) Newsletter for Nurses

March 25, 2016

ONA / Cascade Health
Solutions
(CHS)

Co-Chairs
Rita Vait, RN
Ann Richards, RN



In this issue

- We Will Be Bargaining Again Soon! – Pages 1 & 2
- 2016 Wage Study – Pages 2 & 3
- Unit Representative Training – Page 3
- From the ONA Bookshelf – Page 4
- Vital Labor Signs at PeaceHealth – Pages 4 & 5
- Make A Difference Next Election – Page 6
- ONA Calendar of Events– Page 6

**First
Bargaining
Session**

April 18

3 – 5 p.m.

WE WILL BE BARGAINING SOON!

Please Complete a Bargaining Survey!

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)

Labor Relations

Representative:

Gary Aguiar, Ph.D.

Phone: 503-444-0690

Email: aguiar@oregonRN.org

Oregon Nurses Association

18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062

1-800-634-3552

within Oregon

www.OregonRN.org

In concert with the employer, we set forth the bargaining dates. All bargaining unit (BU) members are encouraged to attend. Please contact Rita, Ann or Gary Aguiar, Oregon Nurses Association (ONA) labor representative, for more information.

Monday, 4/18, 3 – 5 p.m.

Friday, 4/29, 9 – 11 a.m.

Monday, 5/9, 2 – 5 p.m.

Friday, 5/13, 9 a.m. – 12 noon

Monday, 6/6, 2 – 5 p.m.

Wednesday, 6/15, 9 – 12 noon

We Will Be Bargaining Soon!

(continued from page 1)

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 SAFETY AND HEALTH ISSUES RANKED HIGH

Being involved in automobile accidents	87%
Manual patient lifting, transfers or handling	80%
Being exposed to infectious diseases	79%
Slips, trips and falls	67%
Lifting and carrying equipment and supplies	53%
Working at poorly designed computer work stations	53%
Physical assault/violence by patients or others	53%
Attacks by animals	47%
Being exposed to toxic chemicals	33%
Needle sticks	20%

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

(Continued on page 3)

2016 Wage Study

(continued from page 2)

ONA Wage Study of Home Health and Hospice Employers

Facility	# of RNs	Base Hourly Wages			
		After 3 years	After 10 years	After 20 years	After 30 years
Amedysis	18	\$36.98	\$42.12	\$47.45	\$49.14
Cascade Health Solutions	26	\$36.76	\$41.78	\$48.43	\$48.43
Providence Health & Hospice	237	\$37.93	\$43.57	\$51.45	\$52.07
Sacred Heart Home Care Services	85	\$36.96	\$41.91	\$48.56	\$52.04
AVERAGE		\$37.16	\$42.35	\$48.97	\$50.42
CHS Wage Gap		-\$0.40	-\$0.57	-\$0.54	-\$1.99

“It is not how much you do, but how much love you put in the doing.”

Mother Theresa

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.

Part ONE:

Sat., April 9, 10 a.m.-1p.m.
 Thurs., April 28, 10 a.m.-1p.m.

Part TWO:

Sat., April 30, 10 a.m.-1p.m.
 Tues., May 3, 10 a.m.-1p.m.

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.

From the ONA Bookshelf

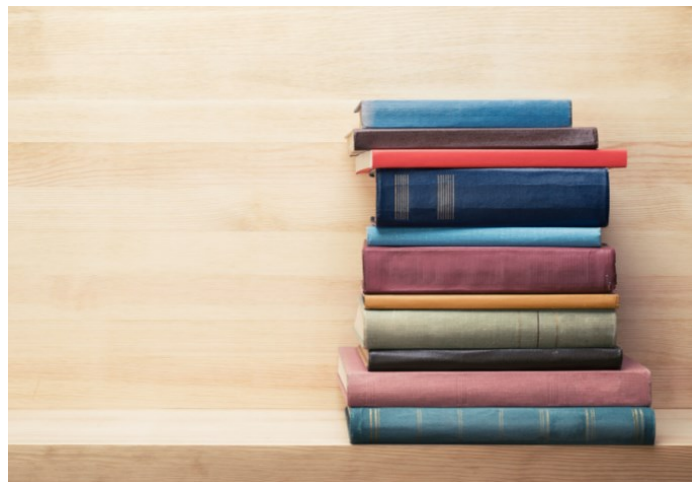
A review of The Legal Rights of Union Stewards. Fifth Edition by Robert M. Schwartz. 2015. Cambridge, MA: Work Rights Press (155 pages, \$20).

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)

Vital Labor Signs at Peace Health Continued from 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 biomed 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

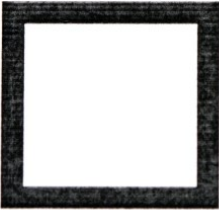
Pacific Northwest Hospital Medicine Association (PNWHMA), representing 30 hospitalists at Sacred Heart, voted to unionize in October 2014. They earned another victory in March 2015 when SH announced it would not be outsourcing hospitalists and they remain SH employees. Today, a year later, PNWHMA, an 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:
www.oregonlaborcandidateschool.org.

ONA CALENDAR OF EVENTS

Eastern Oregon Summit, May 14, Saturday, 9 a.m. - 4:30 p.m., Baker City, OR

American Federation of Teachers National Convention, July 17 – 21, Minneapolis, MN

Labor Education and Research Center Summer School, July 29 – 31, Eugene, OR

ONA Bargaining Unit Leadership Conference, Sept 30 – Oct 1, Portland, OR