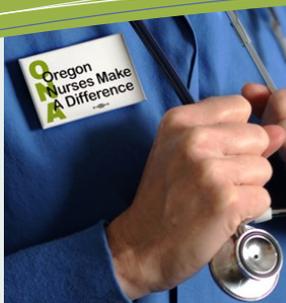


May 10, 2016

ONA / Cascade Health
Solutions
(CHS)

Co-Chairs
Rita Vait, RN
Ann Richards, RN



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Increased Workload for On-Call Nurses

On-call nurses present data on their increased workload; employer responds to our non-financial proposals; and questions on hospice house night meals and breaks

Our two on-call nurses presented data on recent changes in their workload at our May 9 bargaining session with our employer. Eva Gordon, who has been working in the on-call position for more than a year, reported that a typical day as a CHS on-call nurse means frequent calls and visits after 10 p.m., often dispersed throughout the morning hours. She commented the position was really a night-shift position and no longer was on-call position. In one recent week of work, she got less than three hours sleep each night.

Diane O'Connor, our on-call nurse for two and a half years, contextualized the increased

Pete Moore Hospice House

Photo by Cecile Aguiar



Nestled in the shady woodlands near the McKenzie River, construction on the Pete Moore Hospice House continues apace.

(Continued on page 2)

To date, our
CHS
Bargaining
Team has
donated 72
hours of
their time.

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Trends of Overall Average Hours Worked Per Shift



Increased Workload for On-Call Nurses (continued from page 1)

workload the on-call positions face, including a marked upward trend in hours worked. Both nurses collected information on each shift in daily worksheets, which they summarized and presented to both bargaining teams. Their data support our proposal for a third part-time on-call position.

After Eva and Diane left, Terrance Kinnamon, hospice manager, responded to our earlier questions about how the employer planned to provide meal and breaks to the night and weekend Hospice House nurses. From his experience, most night hospice house nurses plan their night so that they can take their meal and 15-minute breaks. Since they typically do not allow leave the facility, they must respond to codes at any time. The employer's position is that a nurse is on duty, but happens to be on break, and must respond to emergencies. However, the employer said, if a break is interrupted, the nurse can plan to take another full break later in the shift.

After Terrance left the bargaining table, the employer's bargaining team responded to some of our proposals. By mutual agreement, discussion of the on-call positions and financials will begin on May 13—our next scheduled bargaining session—to allow both sides time to digest the information provided by the on-call nurses. On May 9, the employer accepted several of our proposals, but offered alternate language that accomplishes our desired outcome, including:

- no mandatory floating between units
- updating the on-call hours to reflect current practice

Today, on-call positions work longer nights.

Percentage of Shifts Worked...

| | More than 5 Hours | More than 8 hours |
|---------------------|-------------------|-------------------|
| Feb—August 2014 | 33% | 10% |
| Oct 2015—March 2016 | 56% | 23% |

- a bargaining re-opener on hospice house issues
- a three-year renewal of our contract

They rejected our proposals on:

- a closed shop, where non-members are required to pay their fair share of ONA dues to pay for labor representation
- language to empower nurses to speak to their manager about possible overtime assignments at the beginning of the day
- return to earlier language requiring payment of additional steps for more experienced nurses

In response to our proposal on paying the bargaining team, they counter-proposed allowing nurses to donate earned leave to our team. They also agreed to our proposal to allow two hospice nurses to be given the day off, once a third Resource nurse is hired. However, they held they don't have coverage to allow two home health nurses to have a day off at the same time.

Please Update Your Contact Information

Together we can make sure everyone is involved and stays informed!

Please update your contact information, especially your address and personal email, as soon as possible. Your team is encouraging all nurses go to www.OregonRN.org and click on ***Update Your Information under the green***

Membership tab at near the top of ONA's home page to provide ONA with updated information and ensure all messages get through in a timely manner.

Vital Labor Signs

SEIU Local 49 concludes first contract at Sacred Heart

On April 26, 98% of SEIU Local 49 members ratified a historic first contract with Peace Health Sacred Heart in Springfield. The Register-Guard reported an eight percent across the board pay increase and a standardization of wage scales for CNAs.

Earlier, Local 49 voted to reject SH management's last offer and also authorized the SEIU bargaining team, at their discretion, to give a 10-day notice for an

informational picket. We congratulate our SEIU colleagues on their first successful contract with Sacred Heart!



The multiyear \$80 million expansion at McKenzie Willamette Medical Center includes a new tower that will nearly double the total square footage of the existing facility in Springfield.



Photos by Cecile Aguiar

ONA 2016 Member Survey

We invite all ONA members to participate in the 2016 Oregon Nurses Association Member Survey. Your feedback is important to us so we can better understand your individual practice as a registered nurse.

The survey should take about 15-20 minutes to complete.

If you have any questions, please contact Amy Ferguson at Ferguson@OregonRN.org.

The survey closes Tuesday, May 31, 2016.

Thank you in advance for your time and dedication to ONA!



ONA Oregon Nurses Association
Voice of Oregon Nurses Since 1904

Visit www.OregonRN.org to learn more and to complete the survey today!

TIME TO UNITE

Right now, anti-worker groups are taking aim at the rights of Oregon's nurses and working families. They want to make it harder for us to advocate for appropriate staffing and equipment, pass public health policies and preserve the practice standards we've worked to establish.

From court cases to ballot measures, anti-worker groups tied to wealthy billionaires like the Koch Brothers are trying to silence our voice in order to increase corporate profits.

This November, Oregonians will see wealthy special interests push anti-worker measures onto our election ballots. These measures require public employers to discriminate between union and non-union nurses and are designed to weaken our voice in our workplace; leading to pay cuts and benefit losses and negatively impacting our ability to advocate for our patients.

We can't let this happen. There is too much at stake for our patients, our practice and our communities.

We've beaten similar anti-worker attacks before and we can do it again.

Protect your rights to advocate for your patients and



your community by [pledging to oppose anti-worker attacks and stand up for Oregon's working families](#), and learn more about anti-worker attacks and what you can do to prevent them [on ONA's website](#).