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OR

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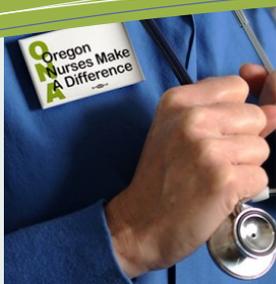
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ONA Graduates Two Unit Representatives from Sky Lakes

Last month, two nurses employed by Sky Lakes Medical Center (SKY) graduated as ONA-trained unit representatives. Jaime Beck and Rennie MacNeill completed six



Jaime Beck, RN, (left) who serves as our chapter secretary and a bargaining team member, and Rennie MacNeill, (right) an RN in the medical unit who was hired last June, recently completed ONA training as unit representatives.

hours of training to assist other nurses in their interactions with our employer. Unit representatives engage in a variety of activities to help other RNs on their floor or throughout the facility in disciplinary matters, grievances

and new employee orientation. They serve as a resource for other nurses on contractual and employment matters. Please thank them for their willingness to work on behalf of other nurses!

The training included ONA's governance structure, the roles and responsibilities of unit reps, how to organize and focus nurse power, the rights and benefits of having a union, the duty of fair representation, disciplinary proceedings, grievance processing, Oregon Nurse Staffing law and SRDFs. We will be training more unit representatives this month. If you know an RN who is interested, please contact Juliann Underwood, RN OR, or Gary Aguiar aguiar@oregonrn.org.



SAVE THE DATE!
ONA 2016 Annual Bargaining Unit Leadership Conference
Sept. 30 – Oct. 1, 2016
Portland Hilton
921 SW 6th Ave., Portland, OR 97204

Nurses at Tuality Successfully Bargain Large Wage Increases

On April 21, ONA nurses employed by Tuality Community Hospital, a not-for-profit in Hillsboro, ratified a historic contract that includes an eleven percent increase for mid-career RNs. The ONA-Tuality bargaining unit, representing 200 nurses at the 167-bed facility located on western perimeter of the Portland metropolitan area, successfully negotiated some of the

most significant wage increases ONA has ever seen. Although Tuality is an "open shop" (i.e., non-members are not required to make fair share payments to ONA), membership has increased markedly recently. This expanding membership base surely was noticed by the employer and led to a successful contract.

Oregon Nurses Association

18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062

1-800-634-3552

within Oregon

www.OregonRN.org

Nurses at Tuality Successfully Bargain Large Wage Increases (continued from Page 1)

With a record voter turnout of nearly 60 percent, the tentative agreement—which expires on December 21, 2017—was approved by 91 percent of the voting members. Chief among the victories was a reversal of a



ONA-Tuality Bargaining Chair Cindy Kistler, second from right, led her bargaining team through a difficult, but successful round of negotiations.

2013 step freeze and substantial raises in wages across all steps, including at least seven percent for nurses early in their career. For the first time, the new contract allows

Wage increases won by ONA nurses employed by Tuality Community Hospital

Step	Wage Increase
Starting	7%
1 to 5	11%
6 and 7	7%
8 and 9	6%
10 to 22	5%
25 and above	4%

some RNs to float under specified conditions (including input from staff nurses), provides an increase in educational funds and some differentials, and maintains fairness in low census procedures.

SKY LAKES PARTNERS WITH OHSU

Sky Lakes Medical Center has pledged \$15 million to construct a new health care building with Oregon Health Science University. The proposed \$50 million 88,000-square-foot facility, which will house rural health education clinics, will be built on the west side of the Sky Lakes campus in Klamath Falls.

It seems likely the new facility will create very few new nurse positions. At press time, it remains unclear who would be their employer: OHSU, Sky Lakes or the providers group. To learn more, [click here](#).

The Emergency Department at Peace Harbor Medical Center



The Emergency Department (ED) at Peace Harbor Medical Center (PHH) in Florence recently moved into a newly-completed addition. When the older space the ED vacated has been renovated, the \$5 million expansion will comprise nine patient rooms.

Vital Labor Signs

A Review of Nearby Labor Activities in Health Care



Local 49's first SH contract includes 8 percent across the board wage increases

On April 26, 98 percent of Service Employees International Union (SEIU) Local 49 members ratified a historic first contract with Sacred Heart Medical Center in Springfield. The Register-Guard reported an 8 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 bargaining team, at their discretion, to give a 10-day notice for an informational picket.

ONA and Sacred Heart Begin Negotiations

ONA and PeaceHealth (PH) Sacred Heart met in three bargaining sessions in April to renew their contract that expires June 30, 2016. As PH's flagship hospital, SH's contract often serves as a benchmark for many area hospitals.

Other Labor Unions at Sacred Heart

The hospitalists at Sacred Heart, represented by Pacific Northwest Hospital Medicine Association, an

affiliate of the American Federation of Teachers, next meet with their employer May 14. On April 22, the International Union of Operating Engineers - Local 501, representing 60 facilities and biomed technicians, met with SH. Their next session is scheduled for May 11.

SEIU-MCW Update

At McKenzie Willamette Medical Center in Springfield, SEIU represents 346 CNAs, technicians and other employees whose contract expires July 31, 2016. SEIU Local 49 elected a bargaining team in March and they were trained for bargaining April 6. Their first bargaining session was held May 9.

ONA Locals Bargaining in Our Area

On April 28, nurses at Providence Newberg Medical Center (PNMC) voted to approve a first contract that increases nurses' input in patient care decisions, and improves workplace protections and compensation. Local nurses voted to affiliate with ONA in May 2015 and have been working for nearly a year to

finalize their first contract.

Congratulations to the nurse team at PNMC!

At Good Samaritan Regional Medical Center in Corvallis, the 11-member bargaining team most recently met with the employer's team April 29. Topics being negotiated include elimination of the two-tier benefit system, strengthened language around seniority, and the employer's proposal to reduce total PTO hours earned.

At Cascade Health Solutions, a nonprofit home health and hospice service in Eugene, the ONA bargaining team presented proposals to the employer April 18. Our team proposed adding a third part-time on-call position to join the existing two on-call benefited position. The employer will present modest changes April 29. Both sides met again May 9 to hear from the on-call nurses directly.

ONA negotiating teams are also currently bargaining with Mercy Medical Center in Roseburg, Marion County Public Health Department in Salem, and Klamath County Public Health Department in Klamath Falls.

Nurses from throughout the region rallied to support Sacred Heart nurses in Springfield as they began negotiations on April 20 with Peace Health



IP 69: Supreme Court Releases Final Title

The fight against Oregon workers has reached a new level of urgency.

Because we won victories like an increase in Oregon's minimum wage and universal paid sick days, wealthy special interests are striking back against Oregon workers with ballot measures designed to limit workers' ability to advocate for improved workplace policies.

One initiative, Initiative Petition (IP) 69, is one step closer to being approved to circulate petitions statewide, moving forward on the path to Oregon's November ballot. Like other anti-worker initiatives filed in Oregon, IP 69 will make it harder for workers to come together and advocate for fair wages and safer working conditions.

It is the 5th attempt from the forces behind IP 69 to get an anti-worker initiative on the Oregon ballot. Dissatisfied with ballot titles received in the past, this group will apparently stop at nothing until they get a title they believe will garner enough support from voters.

This latest, extreme attempt mandates union vs non-union discrimination as a means of avoiding free-rider-centric ballot language.

IP 69 actually forces employers to discriminate between union and non-union employees when it comes to determining employee pay and benefits. With that sort of discrimination in the workplace, it'll be harder for all of us to win better pay and benefits for working families.

This would ultimately create two classes of workers, and would lead to a race to the bottom for working people, giving us all lower pay, fewer benefits and less workplace safety.

The specifics of the initiatives may vary, but our plan remains the same: We will continue to stand with our coalition partners and fight this, and any other attack on Oregon workers, tooth and nail.



Pete Moore Hospice House

photo by Cecile Aguiar

The 14-bed Pete Moore Hospice House, under construction in Eugene, is scheduled to open this fall. At full capacity, the inpatient clinic will add 14 additional members to ONA's bargaining unit, increasing our size by more than 50 percent.

