Membership Meetings

Mark Your Calendars!

Please pass the word!
We are holding membership meetings in August. All meetings will be held at:

Mohawk McKenzie Grange Hall
3055 Willakenzie Rd,
Eugene, OR 97401

Nurses are invited to attend any meetings, but it is our intent to focus on departmental issues as indicated below.

- Tuesday, August 8 at 6 p.m. (Primarily for Hospice and Home Health outpatient concerns).
- Monday, August 14
  Two meetings at 5:30 p.m. and 7:45 p.m. (primarily for Pete Moore Hospice House concerns).

We look forward to hearing your concerns and developing action steps to move the employer to solutions.

For more information, text/call Gary Aguiar, our labor representative, via phone at 503-444-0690 or via email at Aguiar@OregonRN.org.
OUR SACRED HEART TEAM IS IN MEDIATION

Our negotiating teams at Sacred Heart Medical Center and Sacred Heart Home Care Services worked extremely hard on Thursday, July 27, 2023, to get to a tentative agreement with the assistance of a federal mediator. During the 12-hour session, the team came up with many creative ideas that could show bargaining unit members they are respected by the employer. We discussed increases in the wage scale, paid time off (PTO) in lieu of ratification/longevity recognition, a 15-year call exemption for labor and delivery nurses who are being mandated to be on call, and transparency around any changes to our medical plans. But we did not reach a final agreement.

Negotiations resume on August 3 and 4 in person.

Learn more here: 2023-07-28_sacred_heart_bu_1.pdf (ymaws.com)

PROVIDENCE STRIKE PRESSURES EMPLOYER

The 1,800 ONA caregivers’ strike made it clear to Providence that working three years with the same contract through the pandemic and then having to wait nine months of bargaining for a sensible agreement is unacceptable. Our negotiating teams across three units (Providence Portland, Providence Seaside, and Providence Home Health & Hospice) met with the employer over forty times before our strikes, offered dates during the ten-day notice period that Providence illegally declined, and proposed dates for the two weeks immediately following the strike. The power we built during our strike, with incredible participation on the strike lines and massive community and political support, puts pressure on Providence to agree to deals that make the largest health system in Oregon the best place to work for its caregivers and patients. Learn more here: ONA Providence-wide Updates (oregonrn.org)

Samaritan Case Managers

Case managers at Samaritan Albany General Hospital recently voted to join ONA. They were followed by case managers at Good Samaritan Regional Medical Center (GSRMC) who also voted to join ONA. Teams at each bargaining unit composed of executive committee members and case managers are bargaining independently with the employer to bring them in. At both facilities, Samaritan Health System (SHS) has proposed a separate, lower wage scale for case managers than other nurses. The employer says their wage proposal is based on a market analysis of case managers in our region. In both cases, we rejected their wage proposal.

All nurses in a bargaining unit must be on the same wage scale. This is a fundamental principle

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of unions; all workers in a job classification are paid the same. We will not allow Samaritan to violate this principle.

Over the last two decades, we have worked hard to bring Albany and Newport nurses to nearly the same wage scale as GSRMC. We will not permit SHS to undo that work by dividing nurses.

**Samaritan Bargaining Units Prepare For Bargaining**

Nurses in our Samaritan Albany General Hospital are preparing for negotiations. Our executive committee have a vacancy for Vice Chair and one of two at-large bargaining team positions. We are hosting a bargaining training on September 20 and a planning session for the entire team in October. Our team will develop a Contract Action Team to reach out to the 220 nurses at Albany.

Several nurses at Samaritan Pacific Communities Hospital have stepped forward to join our executive committee to bargain next year. Our negotiators will represent the 110 nurses in our bargaining unit in Newport.

Both contracts expire the same day: June 30, 2023. We expect to begin negotiations in early 2024.

**McKenzie Willamette**

In June, the 400-nurses in our McKenzie-Willamette Medical Center bargaining unit elected Staffing Committee representatives from one-half of the departments to two-year terms. The terms are staggered so that the other one-half of the representatives’ terms will expire next year. For the first time, every department—but one—has a direct care rep on the committee.

Recently, the employer implemented clocking in and out for lunches. Since several departments do not have them, we asked for time clocks to be installed. McKenzie-Willamette refused, but they made it possible to clock in and out from any workstation! Tracking lunches and breaks will be a net win for our nurses.

We are currently holding elections to choose the seven nurses who will serve on our executive committee. Our contract expires June 1, 2024. We expect to begin bargaining early next year.

**A recent study links smaller caseloads to higher hospice profits!**

Smaller caseloads increase productivity and profitability, the study shows. Smaller caseloads allow nurses to develop a stronger relationship with patients and their families, which is directly related to higher productivity and higher profits.

Read more here: [https://bit.ly/3DEN9g1](https://bit.ly/3DEN9g1)