

Samaritan Nurse News



Oregon Nurses Association (ONA) at
Samaritan Lebanon Community Hospital (SLCH)

September 13, 2013

Bargaining Team

Nancy McPherson, RN
Bargaining Unit Chair

Louise Franklin, RN
ICU

Lisa Brown, RN
Girod Birth Center

Lisa Logsdan, RN
ACU

Dana Wheeler, RN
ED



ONA Labor Relations Representative

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Check Out ONA on Facebook and YouTube

Facebook
<https://www.facebook.com/OregonNursesAssociation>

YouTube
<http://www.youtube.com/user/OregonNurses>



Tentative Agreement Reached We Recommend a YES Vote!

ONA/SLCH team has reached a recommended agreement with the management at SLCH.

We've come a long way together in the past four months, joining together to participate in multiple actions in support of bargaining, including:

- **Participating in ONA surveys** about important issues related to bargaining. Your feedback directly influenced what we fought for in this contract.
- **Volunteering to be contract action team (CAT) members.** CAT members have since become the cornerstone of our communication network during bargaining – making sure important info (like this) gets distributed hospital-wide.
- **Sharing your thoughts and feedback** with the bargaining team during meetings and forums.
- **Observing our bargaining**

sessions, often bringing treats and words of support for the ONA/SLCH team — thank you.

- **Wearing “Proud to be a Nurse” buttons and stickers**, reminding management that we're paying attention to what happens at the table.
- **Participating in ONA petition for a fair contract.**

Initially, the two sides came into this process with very different ideas about what a fair agreement should look like. Your Bargaining team has spent the past few months going back and forth with the employer. Our goal has always been to bring more fairness and transparency in how SLCH nurses are treated and compensated hospital-wide.

In the months we've been at the table, nurses like you have stepped up again-and-again to support our effort and

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CONTRACT RATIFICATION VOTE

Tuesday, September 24, 2013
0700-1900 in Conference Room 1 and 2

According to our union bylaws, only ONA members in good standing may vote on the contract.

If you are unsure of your membership status, please call ONA's Membership Services Department at: 800-634-3552.

If you are unable to attend the vote, you can obtain an absentee ballots September 16 from Nancy McPherson.

TA REACHED (CONTINUED FROM PAGE 1)

demonstrate our collective strength as a union to SLCH

management. Without your continued effort and willingness to take actions that may have felt scary at the time, we would not have moved as far as we did.

While we didn't win everything we originally set out to achieve, this tentative agreement (TA) represents what ***we believe is the best contract we could negotiate in the current climate.***

We encourage you to think of this an entire package from the employer.

From that standpoint, the ONA/SLCH team is recommending a YES vote on the TA.

Thank you for your continued support. We've done amazing things together so far — but the work of building our union is not over yet. In coming months, we'll be putting together committees of nurses to

CONTRACT CHANGES

Article 6 new H	Nurse serving on the bargaining team is scheduled to work on a negotiation day he/she will be given mandatory absence hours.
Article 6 G	Paid union time: change grievance officer to one union representative.
Article 7 Hours of Work	Clean up language through out the whole article and the article has been renumbered within the article.
Article 7 Hours of Work	Surgical services new language: In addition, on-call hours in excess of 80 hours per month will be paid at a rate of three times the normal on-call rate. Weekend shifts (beginning at the end of the shift on Friday until the beginning of the regular shift on Monday and holidays) will be equally shared.
Article 7 Hours of Work	On-call/mandatory absence rotation: Last on-call will be assigned to any nurse working less than five hours of a regular or extra shift.
Article 7 Hours of Work	Weekend: Additional — Nurses who agree to work on weekends normally scheduled off will receive time and one-half their regular rate of pay plus \$20 per hour premium.
Article 8 Miscellaneous Benefits	Delete Section 8.
Article 9 Section C and D New Language	Section C— no nurse will be required to work Thanksgiving every year Section D—Nurses who work an extra shift above their full time equivalent (FTE) for all recognized holidays will be paid two times the straight time.
Article 10 Paid Time Off (PTO)	The two tier will remain in place. All current employees on the date of ratification will be placed in the higher accrual rates. All new hires will be permanently on the lower accrual rate. No change in the PTO bank.

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CONTRACT CHANGES (CONTINUED FROM PAGE 2)

Article 11 Leave of Absence	Delete Section F last sentence and moved to Article 10: PTO must be taken in conjunction with the leave, but no nurse will be required to reduce his or her PTO bank below the two week level.
Article 12 Professional Development	Section F Tuition Reimbursement — will follow hospital policy. Section J add the sentence: Payment for hours will be equivalent to the time paid for Samaritan Professional Development classes.
Article 14 Seniority—Added	Section A added the following language: Should two or more nurses be hired on the same date the following procedure will break the tie: <ol style="list-style-type: none"> 1. Seniority within the Department 2. Hospital wide Seniority 3. Seniority within Samaritan Health System 4. Date of original Oregon RN licensure 5. Lowest Oregon RN license number. Section C change posting from 10 days to seven calendar days online.
Article 14 Seniority—Added Job bidding	Provided that each nurse under consideration meets the posted qualifications and has equivalent skills, ability and performance, positions will be awarded by seniority in the following order. <ol style="list-style-type: none"> 1. Shift—in department 2. Department 3. Current SLCH-RN 4. SHS RN 5. Outside applicants
Article 15 Employment Status	Nurses will be advised that they may have a representative... The hospital and nurse will agree within 24 hours of a mutually acceptable date and time for the meeting.
Article 18 Health Insurance	Effective pay period 1 for 2014 E/employee contribution rates for medical, and dental, and vision for single payor will be 5% of premium and 10% for part-time nurses that are in the grandfathered plan. No changes in the lower tier. Health Insurance will be capped at 12% each of the contract.
Article 19 Retirement	All nurses will be moved to the grandfathered rate. All new hires after ratification will be 2% permanently.
Article 21 Duration	3-year agreement

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CONTRACT CHANGES (CONTINUED FROM PAGE 3)

<p>Appendix A: Compensation</p>	<p>Retro July 1, 2013, 1% across the board July 1, 2014, 2% across the board July 1, 2015 2% across the board Charge nurse differential increase to \$2 Resource nurse differential added to contract \$2.50 Bachelor of science in nursing (BSN) differential increase to \$1 Transport bonus. A nurse who is assigned to accompany a patient to another facility via ambulance will receive a \$50 transport bonus.</p>
<p>New Article 22</p>	<p>Successor Language: If Hospital, by merger, consolidation, sale of assets, lease, franchise, or any other means, enter into an agreement with another organization that is whole or part affects the existing collective bargaining unit, Hospital shall call the existence of the collective bargaining agreement to the attention of any organization with which it seeks to make an agreement as aforementioned, and if notice is so given, Hospital will have no further obligations hereunder form date of takeover.</p>
<p>Appendix B and Appendix D</p>	<p>Deleted</p>

NOT AN ONA MEMBER? – WANT TO VOTE? JOIN TODAY !

According to our union bylaws, voting on the contract is a right reserved for ONA members in good standing.

Nurses who wish to become ONA members
 (i.e. nurses who are currently non-members)

are encouraged to sign a membership application.

You may obtain one on the ONA website or pick one up at the vote. If you are unsure of your membership status, contact the Membership Services Department at 503-293-0011.



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- Why Politics Matter: For Nurses and For Patients

- Oregon AFL-CIO: The Oregon Model for the Country
- Collective Bargaining in the Wake of the Affordable Care Act

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