For a better bargaining unit and stronger voice for nurses at PHH!

Florence Community Turns Out to Support Our Nurses

On April 4, 2017, more than 150 community members and nurses met at the Florence Senior Center (pictured above and below right) to learn about the difficulty our nurses at Peace Harbor Hospital (PHH) face as our bargaining team negotiates with PeaceHealth. The audience filled the meeting space, even as our team members and Oregon Nurses Association (ONA) staff opened the room partition and brought in extra chairs. The crowd listened to our nurses tell personal stories and discuss our bargaining goals, and community members said they are eager to help us win a fair contract. Our bargaining team explained how our contract proposals will recruit and retain experienced nurses in Florence.

(Continued on page 2)
Florence Community Turns Out to Support Our Nurses (continued from page 1)

Taking Care of Nurses Who Take Care of Us

During the community meeting, our negotiating team shared with the audience our bargaining priorities, which address the unique challenges of recruiting and retaining experienced nurses in rural areas. They explained to the audience that our community in Florence is losing experienced nurses to other regional hospitals. Our cost of living is comparable to the Eugene/Springfield area, but nurses at Peace Harbor currently earn 4.6 percent below local market wages. This makes recruiting and retaining experienced nurses a challenge, and some nursing units, such as surgical services and home health and hospice, see high turnover.

<table>
<thead>
<tr>
<th>Our Priorities</th>
<th>Our Proposals</th>
<th>Employer Response</th>
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</thead>
<tbody>
<tr>
<td>Wage parity with local market (we are 4.6% below market)</td>
<td>Wage increases of 4% in first year, 3.75% in second and third year</td>
<td>Wage increases of 1.5% in first two years, 1% in third year (below wages at other PeaceHealth hospitals)</td>
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<tr>
<td>Keep experienced nurses in Florence by incentivizing work and encouraging local spending</td>
<td>Employee discounts on clinical services, pharmacy, and over-the-counter medications</td>
<td>Rejection of our proposal in favor of “standard PeaceHealth benefits”</td>
</tr>
<tr>
<td>Safe and secure patient experience (most rural Oregon hospitals have professional security guards on site)</td>
<td>Uniformed security professionals on site 24 hours per day, 7 days per week, 365 days per year</td>
<td>Rejection of our proposal though this is standard practice at other PeaceHealth hospitals</td>
</tr>
<tr>
<td>Adequate rest for nurses between shifts (small pool of nurses take frequent on-call shifts at night and often work next day)</td>
<td>Limit on-call in surgical services; incentives for hospital to staff adequately; on-call position for home health/hospice</td>
<td>Rejection of our proposal in favor of “standard PeaceHealth policies”</td>
</tr>
</tbody>
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Left: Bargaining team member Elaine Beers provided an overview of our recent round of bargaining, saying the employer has rejected nearly all of our proposals, often without an explanation.

Right: ONA Board of Directors member Billy Lindros, a retired nurse and experienced negotiator, told the audience that “the work of your bargaining team is both important and difficult.” He continued by explaining PeaceHealth is a large non-profit corporation that has consolidated and centralized decision-making in corporate headquarters in Vancouver, Wash.
Florence Community Turns Out to Support Our Nurses (continued from page 2)

Below: Gary Aguiar, ONA labor relations representative, engages the audience at the Florence Senior Center.

Keep Our Excellent Nurses in Our Community

Our meeting at the Florence Senior Center was an opportunity to highlight for the community the outstanding work our nurses do every day. Our bargaining team shared with the audience examples of nursing excellence at Peace Harbor, including the awards and statistics in the graphic below, to reinforce the value of keeping our experienced nurses here in Florence.

NURSES AT PEACE HARBOR ARE WIDELY RECOGNIZED FOR PATIENT CARE & SAFETY

Our emergency department nurses received record patient experience scores, the only department in the PeaceHealth system to be recognized in this way.1

Our hospice nurses received perfect survey outcomes from patients. Victoria King, PeaceHealth chief nursing officer and senior vice president, called this “an extraordinary feat!”2

Our healthcare workers earned the Oregon Health Authority’s Certificate of Excellence for a 91 percent influenza vaccination rate during the 2015-2016 flu season.3

Our hospital was named “Best Practices Top Performer” two years running. The Oregon Rural Healthcare Quality Network twice recognized Peace Harbor as an overall “top performing hospital” in the Quality Health Indicator (QHi) program.4

Our hospital was awarded “Leading Participant” in the Patient Safety Reporting Program by the Oregon Patient Safety Commission.5

1Rick Yecny, CAO, Peace Harbor Medical Center. Email to PHMC employees. December 15, 2016.
At our April 4 community meeting at the Florence Senior Center, the audience was eager to support our nurses at Peace Harbor. More than 120 community members signed a petition in support of our bargaining proposals. Here is the text of the petition:

**PETITION**

We, the undersigned residents of the Florence community, strongly support our nurses in bargaining with their employer. Our local hospital, Peace Harbor Medical Center, is a valuable asset to our community. The hospital thrives because of the terrific nurses who work there as well as our community’s contributions, including large financial donations, to the local hospital. We want to recruit and retain experienced nurses to care for our community. The cost of living in our community is similar to surrounding cities, yet our nurses earn 4.6% less in wages than local market scale. We encourage Peace Health medical system to agree to the nurses’ proposals to provide pay parity, which would hopefully entice nurses to stay and become a part of our community.