Our bargaining team has collectively spent over 834 hours working on your behalf! This includes 426 hours in actual negotiation sessions with the employer.

PLEASE DONATE PTO!

Our bargaining team needs your help

A new provision in our newly-ratified contract allows floor nurses to transfer paid time off (PTO) hours to the negotiators on our Oregon Nurses Association (ONA) bargaining team, to help make them whole for the time they dedicated to bargaining our contract on behalf of all nurses at Peace Harbor Medical Center. Our bargaining team’s six nurses (Sandy Fleetwood, Judy Thibault, Lorie Roeser, Elaine Beers, Ron Ferrand, and Kathy Callis) negotiated at the table in nine all-day sessions with the employer or the mediator, and they participated in an additional 20 meetings in preparation for bargaining. Collectively, our

PAY INCREASES COMING SOON

Annual increases from Jan. 8 to be paid Sept. 8; differentials paid Aug. 25

With the successful ratification of our new contract, we will see pay increases arrive in our paychecks issued on Sept. 8. All nurses will receive a cost-of-living allowance increase of 3 percent effective the first full pay period of 2017. This lump sum payment will be paid in our first paycheck in September without a separate paystub. (See the wage chart on page 5 of this newsletter.)

All increases for differentials, certifications, and the new sexual assault nurse examiner (SANE) stipends took effect Aug. 6, the first full pay period after ratification. These increases should have been paid in your Aug. 25 paycheck.

Remember our new contract reduces the gaps between many steps. Nurses should confirm they are on the proper step. To learn when your current pay step took effect, call the PeaceHealth Caregiver Resource Center at 1-855-333-6947, or follow this process:
1. Go to Crossroads
2. Click on “My HR”
3. Under “MY INFO,” click “My Rate Of Pay”
4. Fill in your 3X3 and password
5. Under “Compensation by Work Assignment,” double-click the light blue highlighted line
6. Click on “Pay Rate History ”

For some nurses, this additional income may put them in a higher tax bracket, which may lead to a higher withholding than normal.

We strongly encourage nurses to review your paystubs closely.
team spent 834 hours working on your behalf, including 426 hours in actual negotiation sessions. Furthermore, they spent countless additional hours outside of our meetings in numerous other activities, including consulting with nurses; organizing and leading our unity break, community meeting, and informational picket; collaborating with nurses at other hospitals; talking with community members; giving interviews; and developing, researching, and writing proposals.

Since only benefited nurses can contribute PTO, we are asking 40 nurses to transfer 10 PTO hours each. These 400 PTO hours would come close to making our team whole for the time they spent in the nine bargaining sessions. Of course, you can donate less or more—the decision is yours.

Please use the PTO donation form on the back page of this newsletter, or you can [download the form](#) from our bargaining unit webpage.

The photos in this newsletter capture important moments in our campaign to win a strong contract with our employer, including our bargaining team at work, our unity break on Feb. 28, our community meeting on April 4, and our informational picket on May 1.
NEW LANGUAGE ON LOW CENSUS INITIALLY MISAPPLIED BY EMPLOYER

With the implementation of a new contract, it’s not uncommon for provisions to be applied or interpreted incorrectly. Kudos to the charge nurses and other nurses on duty in August for paying close attention to our new contract! When managers recently attempted to place bargaining unit nurses on low census ahead of travelers, several nurses challenged those managers and referred to the actual contract language (see box at right). Our nurses explained the new provision and told the managers our contract was ratified and therefore the provision was now in place.

When nurses stood up for their rights, some managers replied that “our contract with the travelers requires us to pay them if we work them or not, so we are going to work them.” Our nurses responded that the employer has a contract with ONA and must honor that agreement first. Whatever arrangement the employer made with travelers is irrelevant to our contract with the employer.

Our nurses began to file grievances to hold the employer accountable. Finally, the employer saw the light and began implementing the language as agreed to by both parties.

We announced the successful ratification to the employer on Aug. 4 and asked for the parts of the contract related to pay to be implemented on Aug. 6. We will be filing grievances to recover back wages for those nurses who were low censused inappropriately since Aug. 6.

NEW CONTRACTUAL LANGUAGE

Low Census/Order of Cancellation

Article 14.2, paragraph b.

In the event of low census, nurses will be placed on low census in the following order: (1) agency/traveler nurses and temporary nurses (unless a bargaining unit nurse volunteers to be placed on low census ahead of such a nurse), (2) nurses working at a premium or overtime rate of pay, (3) volunteers, (4) per diem nurses, and (5) by a system of rotation among all remaining regular nurses, provided they are qualified to perform the available work.

RATIFICATION MEANS IMPLEMENTATION BEGINS NOW

As part of the initial disagreement on low census, one Peace Harbor manager is reported to have said, “The new contract is not signed yet, so it is not in place.” Several nurses have asked: Does our contract need to be signed to be in effect? When is our contract in force/implemented?

General contract law implies that both parties must sign a contract for it to be enforceable; however, labor law is different. Technically, these are contract renewals with the same two parties, one party being the sole representative of those offering the labor and the other the sole purchaser of said labor. Hence, we have an ongoing relationship. Thus, labor contracts typically begin after ratification by the bargaining unit.

We announced the successful ratification to the employer on Aug. 4 and asked for the parts of the contract related to pay to be implemented on Aug. 6. All provisions of the contract are now legally in force. It is expected the employer will honor their agreement with us as of Aug. 6.
In early August, we—the nurses at PeaceHealth Peace Harbor Medical Center—voted overwhelmingly to approve a new three-year contract with PeaceHealth, ending more than nine months of contract negotiations between local nurses and PeaceHealth administrators. Our agreement includes increased security measures to help protect nurses working off-site, rules designed to dissuade excessive call shifts and overtime use, and cost-of-living adjustments to help attract and keep more qualified nurses in Florence.

Our negotiating team reached a tentative agreement (TA) with PeaceHealth administrators July 12.

“Nurses and community members worked together to make sure we reached a fair agreement with the hospital that allows us to recruit and retain the health care providers we need to care for our friends, family and neighbors,” said surgical services nurse and ONA negotiator Sandy Fleetwood, RN. “Thanks to our community’s support, we won a fair deal that will help us attract topflight nurses and improve the quality of care we provide for our patients.”

The Florence community has actively supported nurses throughout contract negotiations. On April 4, more than 125 community members met with local nurses at the Florence Senior Center to discuss ways to improve their community’s health care. On May 1, more than 150 registered nurses and community members held a successful informational picket at the intersection of US 101 and Oregon 126 to continue educating their community about health care issues being discussed in contract negotiations. Community members have also been vocal supporters of nurses through citizen journalism, letters to the editor, and opinion pieces in local news outlets, as well as on social media.

Throughout negotiations, nurses on the ONA bargaining team volunteered more than 830 hours trying to reach a fair contract agreement with PeaceHealth’s administrators to improve patient and nurse safety and help attract and keep registered nurses in Florence.

KEY CHANGES TO OUR CONTRACT

- Reduction in the gap between steps: most mid-career nurses will see a wage increase of 6.6% to 10.4% in the next year.
- Immediate cost-of-living increase of 3% for all nurses, paid retroactively to Jan. 1, 2017.
- Future annual wage increases of 3% in the first pay period of 2018, 3% in the first pay period of 2019, and 2% in the first pay period of 2020.
- Excessive on-call pay changes: nurses in surgical services will earn double ($8 per hour) the call rate for call beyond 84 hours in a 4-week period; home health and hospice (HH&H) nurses will earn double the call rate for call beyond 64 hours in a 5-week period.
- Safe workplace for HH&H nurses: the employer must either (a) provide a suitable work space in the main facility on weekends and nights, or (b) make security available for afterhours nurses going to the Kingwood building.
- Increased professional development dollars.
- Improved language on meals and breaks, including meals are duty-free and there is no discipline related to missed meals and breaks.
- Updated language on mandatory overtime to reflect revised Oregon Hospital Nurse Staffing Law.
- Clarified the order of low census.
- Unit transfers must occur by the next schedule.
- For the first time in the contract: sexual assault nurse examiner (SANE) stipend.
- Differentials that match local market, including, for the first time, for advanced education.
Peace Harbor Medical Center

In Case You Missed It

ON THE DOWNSIDE

Proposals We Withdrew Demonstrate Much Work Still Needs To Be Done

While we should celebrate our many successes, we didn’t receive everything we wanted in this round of bargaining. In particular, we withdrew our proposals on changes to the health insurance plan and employee discounts on clinical services. Your bargaining team heard you loud and clear: this was the number one issue on our pre-negotiation survey (80 percent of respondents reported dissatisfaction with the current plan), and we kept these on the table until the last day of mediation.

However, we could not move our employer at this time. We were very disappointed in our employer’s ironic unwillingness to provide good health insurance benefits to health care workers. We will explore and develop opportunities to join together with employees at other PeaceHealth facilities as well as our coworkers here at Peace Harbor to move the employer on these issues.

Also, the final TA offers no changes to short-notice premiums (9.15.3, “Unscheduled shifts”). Our efforts to make this language clearer, i.e., any shift changes after the schedule is posted would receive premium pay (time-and-a-half), were not accepted by our employer.

The existing language remains. Since nurses have received this premium pay in the past, individual nurses can insist upon premium pay when they are asked to alter their schedule after it is posted. Alternately, nurses may refuse the opportunity to take a different/additional shift or a different start time. Questions about this complex issue should be directed to members of our bargaining team.

Our employer also declined our multiple efforts to address low census. We pointed out to the employer’s negotiators the inconsistency of PeaceHealth’s position. Other PeaceHealth critical access hospitals have collective bargaining agreements with other nurse associations around low census, including a low census bank at Ketchikan Medical Center in Ketchikan, Alaska, and a maximum on low census at Peace Island Medical Center in Friday Harbor, Washington. Our ONA leadership team is committed to finding a solution to this issue by continuing to work with the employer.

PAY INCREASES COMING SOON

This chart shows wage increases over the life of the contract. The first increase will be paid on Sept. 8. We strongly encourage nurses to review your paystubs closely.

(* Upon ratification, this wage increase is retroactive to first full pay period in January 2017.)

Please remember: federal policy encourages workers to engage in concerted action, including the discussion of workplace policies with other workers. The National Labor Relations Act (NLRA) allows workers to talk to other workers about union issues while in the workplace, though participants must be clocked out. These discussions cannot interrupt the workflow, so conversations should occur while the workers are on break, off the clock, and in a suitable area like the breakroom or outside the building. Even in 2017, these rights are protected by federal law and an employer’s actions to quash our rights may constitute an unfair labor action.

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Peace Harbor Medical Center – ONA PTO Donation

Please Print Clearly

Date Submitted: ____________________________
Employee Number: __________________________
Employee Name: ____________________________

☐ ______ # of PTO hours I wish to donate.

Submission options:
- Snap a picture of this form and text it to Gary Aguiar at 503-444-0690
- Scan and email it to aguiar@Oregonrn.org
- Fax this form directly to ONA at (503) 293-0013
- USPS to Oregon Nurses Association, 18765 SW Boones Ferry Rd. Suite 200, Tualatin, OR 97062

I understand that by signing this election form and donating my future accrued PTO hours to the bargaining team, my PTO bank will be deducted and my pay reduced for taxes related to the gross value of those hours. I further understand the value of my donated PTO will not be included in my retirement eligible compensation, and that this PTO donation is non-revocable. I authorize the PTO deduction and attest to the understanding my personal tax implication for the donation and its impact on my retirement benefits.

Employee Signature: ____________________________ Date: ____________________