

Peace Harbor Medical Center (PHH) Newsletter for Nurses

ONA/Peace Harbor Our Bargaining Team

- ◊ **Sandy Fleetwood**
Surgical Services
- ◊ **Toby Knight-Meigs**
Intensive Care Unit
- ◊ **Lorie Roeser**
Home Health and
Hospice

Our Stewards

- ◊ **Amy Borchard**
- ◊ **Corey Rice**
- ◊ **Elaine Beers**
- ◊ **Judy Thibault**
- ◊ **Kathy Callis**
- ◊ **Lorie Roeser**
- ◊ **Ron Ferrand**
- ◊ **Sandy Fleetwood**
- ◊ **Toby Knight-Meigs**

MEMBERSHIP MATTERS

For a better bargaining unit
and stronger voice for nurses!

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Meet Your ONA Labor Relations Representative

Claire Syrett has recently taken over from Gary Aguiar as the lead ONA labor relations representative for Peace Harbor Medical Center (PHH). Some of you have already had a chance to meet and work with Claire who also represents the nurses at Sacred Heart Riverbend, University District, and Home Care as well as the Sacred Heart hospitalists. Based in Eugene, she is part of a three-person team of labor relations representatives that includes Maureen Smith and Laura Lay providing staff support for PeaceHealth nurses in Lane County including Peace Harbor.

Claire is an accomplished labor relations representative who served on the Sacred Heart negotiations team for the 2016 contract renewal, lead negotiator for the Sacred Heart nurse care managers and utilization review nurses

who recently joined ONA and is currently one of the lead negotiators for the hospitalists who are in federal mediation. She is a dedicated advocate for her bargaining units and has already assisted PHH members in resolving several recent grievances.



In addition to her work as an ONA labor representative, Claire is an active member of the Eugene community serving her second term on the Eugene City Council where she represents the Whiteaker, River Road and Santa Clara neighborhoods. She has lived in Oregon with her husband for 24 years. Claire is pleased to have the opportunity to serve nurses in Florence and help address the unique needs of this bargaining unit.

Peace Harbor Nurses Work for Positive Resolutions

Nurses at Peace Harbor Medical Center (PHH) have taken the lead in filing and helping to resolve several grievances in recent months. In February, PHH nurses and other staff members were surprised by the sudden disappearance of the staff discount at the hospital cafeteria.

Executive team member Toby Knight-Meigs, recognizing that this was a change that required negotiation with the union, filed a grievance to address the matter. He and other members of the executive committee met with the food services manager in March and informed

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Peace Harbor Nurses Work for Positive Resolutions

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him that the unilateral ending of the discount was a contract violation which needed to be revised or reversed. This grievance has now been resolved with the reinstitution of the employee discount in the cafeteria. In other cases, individual nurses took the initiative to file grievances over a communication that implied nurses were required to use of paid time off (PTO) for holiday pay (which they are not) and to object to holding open the schedule for travel nurses in violation of the contract. These grievances were quickly resolved through the efforts of the nurses and are now closed.

The holiday PTO grievance was the result of a miscommunication from PHH administrative staff that left nurses with the impression they were required to use PTO for the Memorial Day holiday. Article 10.8 of the PHH ONA contract provides that nurses may choose whether or not to use their PTO if they are not scheduled to work due to a holiday. The scheduling issue involved a situation where the staffing coordinator was holding back on posting the sign-up sheet for extra shifts as was the practice while waiting to see if travel nurses would be added to the

schedule. This was a violation of several contract provisions related to scheduling. The initiative of bargaining unit nurses to file these grievances, whether they are elected leaders, trained stewards or simply vigilant ONA-PHH members, shows that PHH nurses care about their contract and the rights of their co-workers.

While it is not always necessary to file a formal grievance to resolve a possible contract violation, filing a grievance is an important way to protect contractual timelines and the ability to address a violation through that process. Your labor relations representative, Claire Syrett, is ready to assist any member who believes there has been a violation to file a grievance. Your executive committee members are also available to answer questions and assist you if you believe you might have reason to file a grievance. You can download a [grievance form](#) from the ONA PHH website, www.oregonrn.org/page/grievanceform. It is important to notify your labor relations representative when you file a grievance to ensure that the administrative process is handled correctly.

Call for Nomination to Serve on the Nurse Staffing Committee

The Peace Harbor Medical Center (PHH) Nurse Staffing Committee (NSC) is seeking nominations for nurses wishing to serve on this important committee. There are three nurse positions to be filled; two current committee members, Ron Ferrand representing the ICU/Medical-Surgical units and Cee Bennett representing the OR/PACU, intend to seek reelection, the third seat is open in terms of which units it would represent. Established as part of the Oregon Hospital Nurse Staffing Law, the NSC is responsible for the development and implementation of staffing plans for nursing services within the hospital. The committee includes nurse manager representatives and one non-registered nurse (RN) member representing ancillary staff. The PHH NSC will also

include a PHH clinic representative.

The work of the NSC is critical to ensuring that staffing plans reflect the needs of nurses and patients for the delivery of quality safe patient care. Nurses fought hard at the state legislature to win passage of the law which created these committees. Participation on NSC allows nurses to advocate for patients and nurses on equal footing with managers. Time spent serving on this committee is paid time.

If you would like to serve on the NSC, please submit the nomination and consent to serve form on page 3 or go online to www.OregonRN.org/76. Nomination will be open until 4:00 p.m. July 30. If there are more nominations than vacancies, an election will be held.

Labor Management Committee Update

The Oregon Nurses Association (ONA) - Peace Harbor Medical Center (PHH) contract now includes a provision for the formation of a joint labor management committee (LMC). This committee will be comprised of your three elected executive committee members and an equal number of managers. Per Article 22 "The purpose of the Committee is to foster improved communication between the Employer and Association, and to evaluate and lead to improvement of internal processes for the benefit, health, and safety of employees covered by this agreement. This Committee shall also evaluate and review recommendations to improve patient safety and overall patient and employee satisfaction. The Committee may act as a forum for sharing information to the Association on organizational changes and initiatives. The Committee may be empowered to identify solutions and make decisions as directed by the Employer; otherwise, the Committee will function

in an advisory rather than a decision-making role, and will recommend solutions to identified issues."

Your executive committee members are already taking steps to prepare themselves for this work. In June, they met, along with ONA labor relations representative Claire Syrett, with Julie Kettler of the Federal Mediation and Conciliation Service. This agency provides support and education to labor and management teams to facilitate better relationships between those groups and avoid labor conflicts within union workplaces. The executive team is looking forward to receiving the training and education they need to make this new committee successful. No dates have been set for the first joint training with PHH management. Once the teams have been through the joint training, they will work together to develop a charter to govern their committee's work. The ONA-PHH team hopes that this work can be finished by early fall so the committee can begin its work soon after.

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