Peace Harbor Medical Center (PHMC) Bargaining Update #2
Jan. 24, 2020

First Bargaining Session

The first day of negotiations began on a positive note with the Oregon Nurses Association/Peace Harbor Medical Center (ONA/PHMC) and PeaceHealth bargaining teams coming to agreement on grounds rules in a collaborative way that set the tone for the day.

Lorie Roeser provided opening remarks on behalf of the ONA/PHMC team expressing her team’s desire for these negotiations to result in a contract that both parties can support and that improves conditions for nurses here. She voiced the team’s expectation that the process be respectful and collaborative.

Our bargaining team put several proposals across the table on this first day. Among them were:

- Create a low census bank,
- Ability to combine meals and breaks,
- Requiring 4-month notice of mandatory training,
- Inclusion of a Peace Harbor nurse on the Oregon Network Workplace Violence Prevention Committee.

The PeaceHealth team provided a positive response to two of the ONA team’s proposals. Erika Skoog, the PeaceHealth team’s lead negotiator, agreed that the grievance process should be clarified and offered a constructive counter proposal to the ONA that included improved timelines for the process.

In addition, PeaceHealth proposed having two Peace Harbor nurses serve, with paid time, on the Workplace Violence Prevention Committee – one from the hospital and one from Home Health and Hospice. This was a welcome counter proposal that showed good faith on the part of the administration’s team to seek out ways to empower nurses’ voices in the workplace.

The teams will meet again on Thursday Jan. 30 in Conference Room D. These negotiation sessions are open to nurses and you are encouraged to come and observe. Come by and show your support and be sure to wear your ONA buttons!
Recruiting for the CAT!

The Peace Harbor Negotiations Contract Action Team (CAT) is the vital link between the bargaining team and the membership. We already have nurses who have stepped up to be part of the CAT, but we need a few more to get involved. CAT members are responsible for being in regular contact with their department cohort or program about the contract and bargaining. Serving on the CAT is a small commitment but it is a great way to help gain the contract ONA members deserve.

There are two main responsibilities of being on the CAT.

- **Communications**
- **Organizing**

**Communications**: Good contracts require having a good communications network. We need folks to pass on updates and collect feedback from the members throughout the negotiation process.

Some effective tools for communication we encourage are fliers, Facebook, texts, emails and phone trees.

Your bargaining team will provide the information that needs to be communicated, but it will be up to the CAT to help us get it out and gather feedback.

**Organizing**: CAT members will also be needed to organize activities, which might include a petition drive, pep rally or, if necessary, an informational picket.

Helping to get people to show up at certain key moments during negotiations plays a pivotal role in winning the day. Mobilizing our members is the best way to show administration that nurses support the bargaining team and their efforts to win a great contract.

This is a great opportunity to help out the bargaining team without being on the front lines. The CAT needs at least one person from each shift in each department if we want to be at 100%. Help be part of the next contract win and sign up to be a CAT member.

If you’re interested in joining the CAT, talk to one of the bargaining team members or email Claire Syrett at Syrett@Oregonrn.org, or Tyler Whitmire at Whitmire@Oregonrn.org.

Election Results!

Peace Harbor Nurse Staffing Committee Election Results

The recent Peace Harbor Nurse Staffing Committee nominations have resulted in Starr Kearney being selected to serve as the primary representative for Obstetrics with Kathy Derrick to serve as alternate. Sandy Fleetwood will continue to represent Surgical Services as the primary representative for that unit.

The Nurse Staffing Committee is charged with reviewing and approving unit staffing plans in accordance with Oregon’s Nurse Staffing law and examining ways to support units with maintaining compliance with their staffing plans including providing meals and breaks coverage.

The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

Registration is open through May 1, 2020.

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