



Pacific Northwest Hospital Medicine Association

AFT Local 6552
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PNWHMA Bargaining Update #1

On Tuesday, Oct. 10, our Pacific Northwest Hospital Medicine Association (PNWHMA) bargaining team met with the PeaceHealth Sacred Heart Medical Center administration team to open the bargaining process to renew our collective bargaining agreement (CBA). We agreed to have all of our proposals on the table by the second bargaining session. At this session, the employer did not offer any proposals. They will respond to ours at our next bargaining session (Oct. 24), and may have some proposals of their own to present as well. They indicated they may have additional proposals at the third session (Oct. 30).

Both sides agreed no new proposals will be entertained after Oct. 30, except on open proposals. It seems likely that we will not complete our bargaining before our current CBA expires at the end of this month. This is the usual practice, and the current contract will continue in effect until we successfully bargain a replacement.

Our bargaining team opened with proposals from Articles 5 and 7. In Article 5, we proposed:

- 4% annual cost of living increases
- Converting bonus of \$20,000 to 8.1% of base salary
- Extra shift compensation to 1.5 times shift pay

These last two proposals would tie future increases to our base by converting from a dollar amount to a percent.

We also proposed a placeholder to discuss how sick leave should be handled in light of Oregon's new sick leave law.

In Article 7, we proposed increasing the professional education development dollars to \$4,000 from the current \$2,500.

In caucus ("executive session"), our bargaining team discussed proposals to adjust the number of shifts, whether/how to propose continuing medical education (CME) days, and patient safety thresholds (i.e., patient load caps).

Kat Sullivan is producing a very brief survey for hospitalists, which should be available shortly. Our team will use the results to prioritize our issues. Please complete the survey as soon as possible.

In attendance for PNWHMA were hospitalists Michelle Birdseye, Brittany Ellison, Julius Laban, Marc Zarraga, Kathleen Sullivan, and Kiran Narreddy. Our lead negotiator is Tom Doyle, in-house Oregon Nurses Association (ONA) counsel from Bennett Hartman Morris & Kaplan, LLP. Second chair is Gary Aguiar, ONA labor relations representative. Attending in support was David Schwartz. In attendance for the employer's side were Scott Allan (PeaceHealth system director for labor and caregiver

relations), Julanya Richards (PeaceHealth interim director), Sudhaker Karlapudi (PeaceHealth medical director, hospital medicine services), Marie Stehmer (PeaceHealth senior director of human resources, Oregon region).

The lead negotiators for each side did almost all of the talking. The PeaceHealth team was attentive to the discussions, but participated sparingly.