The Home Care and Medical Center negotiating teams finished their 25th bargaining session on Wednesday, May 31. Progress has been made in many areas, including differentials, step movement, rest between breaks, meal and break nurses, posting of positions, and more. We still plan to picket on Wednesday, June 7th from 1500-1800 at both Riverbend and University District. We think PeaceHealth (PH) can do more to show they really want to Respect, Recruit, & Retain good nurses.

This glacial progress has come at a cost. To date, the volunteer members of your bargaining teams have given up the opportunity to earn over $200,000 in wages. Thankfully, many of you have donated PTO to help offset their loss. Many of you have given cash and food to help feed the team and it has been very appreciated.

THANK YOU TO EVERYONE FOR YOUR SUPPORT!

We still need more donations of PTO, 700 PTO hours is our goal. See page 4 for form.

Our teams exchanged three package proposals this week. We presented a package on compensation and one on Safe Staffing. Our bargaining team’s compensation proposal includes shortening the length of time on the steps in Appendix A. Currently, RN’s spend two to four years at the steps above step 9. This means it can take 28 years to reach step 17. We proposed reducing the length of time on each step between steps 13 and 16 so you receive financial rewards for your time at PH faster. Combined with annual increases and a bump up for the lower 13 steps, it looks like a great way to spread out increased wages and to honor the RN’s that have helped get PH through the pandemic.

The Medical Center offered retention bonuses based on years of service that we found insulting. They want to add more money to steps one – nine. We are working to balance that with the proposal that people above step nine would move up the wage scale faster starting after the contract is ratified.

On day two, the bargaining team presented a modified staffing proposal. State Representative, Travis Nelson RN, virtually informed PH administrators that he was watching the proceedings. He expressed concerns that such a large facility has not done more to avoid an expired contract or to pass safe staffing language. He closed by expressing his hope that PH would set an example for the rest of the state by passing good staffing language.

Representative Nelson informed the Medical Center leadership that he would be sending a memo to his fellow representatives about our contract negotiations and expired contract. That seemed to get the Medical Center’s attention as they spent the next several
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hours working on a substantive response to our compensation proposal.

The Medical Center’s counter proposal on compensation included some positive things. One major improvement they proposed was to simplify how evening and night shift differentials are paid. Here is their proposal: “Nurses shall receive an hourly evening shift differential of $3.75 for all hours worked between 3:00 p.m. and 11:00 p.m., an hourly night shift differential of $8.50 for all hours worked between 11:00 p.m. and 7:00 a.m., and no shift differential for all hours worked between 7:00 a.m. and 3:00 p.m. However, the last 30 minutes of shifts scheduled to end at 3:00 p.m., 11:30 a.m., or 7:30 a.m., shall be paid the same shift differential, if any, that applied prior to 3:00 p.m., 11:00 p.m., or 7:00 a.m. Respectively, any nurse who is receiving night shift differential at the conclusion of the nurse’ scheduled shift and who works into the day shift will continue to receive night shift differential for the overtime hours worked.” This language would replace the current shift differential language in Article 9.6. This would be a an improvement to how shift differentials are paid now.

We also came to agreement on some other differentials including certification pay $2.25. Click here to view the details.

The Medical Center provided a response to the idea of moving people up the wage scale faster but their proposal was incomplete and our team still has many questions about it. We hope to receive clarity on this piece of the package at our next session on Monday, June 5th to keep working on the Medical Center contract.

The Home and Community negotiator has been intentionally preventing any additional meetings to try and drive a wedge between the two groups. It is a despicable tactic that we have repeatedly expressed our concerns about. That is one more reason we need to stand in solidarity and show we are united on Wednesday, June 7th in front of both facilities for both Medical Center and Home Care bargaining units. All PH nurses need to be honored for their commitment to our community and our years of service need to be honored the same regardless of which building we are working in. Our contribution to the PH “ecosystem of care” is essential to providing services for the entire region.

Use it or Lose it!

Yeah, that’s right, we’re talking about your education hours and dollars ONA-SHMC members! Every year on July 1 there is a fresh pot of money and hours available for YOU to use to help pay for education that YOU choose. This is your right, guaranteed by your ONA contract, and each UBPC decides how that will be distributed within their unit. Until April 1, that is, when all the money and hours left is pooled and everyone can access it equally.

That’s where we are right now. As of Tuesday 5/30, there are $30,176 and 1263 hours left. If this is not used up by June 30, it goes back to PeaceHealth. It is literally a “use it or lose it” proposition. So now is the time to sign up for that class you’ve been eyeing. Go ahead, pick one. Or two, whatever. Learn something that YOU want to learn for a change. Just use it all up, for goodness’s sake!
SACRED HEART INFO PICKET

June 7, 3-6 p.m.
Riverbend Hospital and University District Hospital

WE MUST RAISE THE STANDARDS!
► Safer Staffing
► Recognition of Service
► Fair Wage Increase

Oregon Nurses Association | 18765 SW Boones Ferry Road, Suite 200 | Tualatin, OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Paid Time Off (PTO) Donation Form

Sacred Heart Medical Center/Home Care Services—ONA PTO Donation

Your bargaining team is working hard to ensure you have a fair contract. Please show your support and donate some of your PTO.

Please PRINT clearly

Date Submitted: ________________________________

Employee Number: ________________________________

Employee Name: ________________________________

☐ # of PTO hours I wish to donate.

Please fax this form directly to Patty Piper at (541) 349-8038 HR and ONA at (503) 293-0013

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: ________________________________