Marathon 19-Hour Session Results in Tentative Agreements for Both Contracts!

Your Oregon Nurses Association (ONA) Sacred Heart Medical Center/Home Care Services (SHMC/SHHCS) teams endured a marathon bargaining session that spanned Wednesday May 1, through the early morning of Thursday May 2. The session resulted in a tentative agreements (TAs) for both contracts. Not only did your bargaining team put in 46 hours of work between Monday April 29, and Thursday May 2, we engaged in an unprecedented number of 25 total sessions since negotiations began on January 10. The hard work paid off in a strong 4-year contract that inudes healthy raises to our base wages and increases in many differentials that have not seen increases in years.

Your teams stood strong throughout the negotiations; especially in the early hours of May 2 when the Home Care team faced some last-minute challenges from Home Care administration that threatened the likelihood of settlement. The Medical Center team had reached agreement on most of their issues at this point. They joined the Home Care team in pushing back and were successful in helping the Home Care team reach a fair agreement. Only then did both teams agree that they had reached TAs on their respective contracts. The solidarity shown by the Medical Center evoked the union motto, “injury to one is an injury to all” which was highly appropriate for a May Day negotiation session.

Thank you to all the nurses who have supported the bargaining teams throughout this process! Through providing lunches, attending sessions, making PTO donations (see below to make yours now), and the many other ways you said “thank you” to your team for their hard work.

The next step is the ratification vote. These TAs must be voted on by the members of each bargaining unit. Details on the vote will be coming out soon. Please plan to vote as it’s important to show your support for the work of the team and the new contract. You can also learn more about the TA and upcoming vote at Nurses Week next week (see details below).

Here are some of the main highlights of the tentative agreements for both contracts:

Wages (Appendix A)

Across-the-board raises in July of each year of a 4-year agreement.

- 3% 7/1/2019
- 3% 7/1/2020
- 3% 7/1/2021
- 3.5% 7/1/2022

New top step 17 effective 7/1/2021 that is 2.5% higher than Step 16.

Differentials (Article 9)

Increases in many differentials.

- Certification pay is now $1.75 per hour (up from $1/hour);
- Charge nurse differential (and home care patient care coordinator) is $3.60 and facilitator pay $2.65 (with increases in 7/1/2022 to $3.75 and $2.80/hour)
- Shift differential
- Evening shift increase from $2.50 to $2.80 and then $3.00/hour 7/1/2022
- Night shift increase from $6.90 to $7.15/hour and then $7.50 7/1/2022
- Weekend work – increase to $2/hour (up from $1.75/hour)
• Advanced education pay – 4% for BSN and 5% for MSN (up 1% for each)
• Preceptor pay - $2.50/hour (up from $2/hour)
• NICU transport team - $2.50/hour for all hours worked in the transport assignment.
• House coordinator - $6/hour (up from $5/hour)
• Critical care float pool - $3/hour (up from $2/hour)
• Float pool differential – New - $2/hour differential for all float pool nurses
• Professional nurse advancement program – Increase to $2/hour, $3/hour and $5/hour (up from $1/hour, $2/hour and $3/hour). Home Care Services will be able to participate in the program beginning in September 2019.

Professional Development (Article 16)
• Annual increases in ONA education funds for the Medical Center up to $250,000 in 7/1/2022. Home Care increased their education hours from 500 hours to 600 hours per year.
• Increase in ONA tuition reimbursement for the Medical Center from $75,000 to $95,000.
• Some improvements on process and reimbursement for both contracts.

Staffing Committees
• Improvements in both the Medical Center staffing committee language and the Home Care staffing taskforce.

Meals and Breaks (Medical Center Article 8)
• Added language to Article 8.5 that states “the Medical Center must maintain each unit’s staffing plan at all times throughout the shift including meal and rest break coverage.”
• Added language “Based on a unit’s written plan, the Medical Center shall provide an appropriately skilled nurse to relieve other scheduled nurses for their meal and rest breaks.”

Floating (Medical Center Article 8)
• Added new language: “A nurse shall not be required, but may volunteer, to float more than once in a shift regardless of the designated shift length of the nurse.”

And, “Nurses shall not be required, but may volunteer, to float for a partial shift at each campus.”

Shift Length (Medical Center Article 8)
• New language: In the event the Medical Center proposes changes in a unit shift length mix which: initiates a new shift length; eliminates a shift length; or, significantly changes the shift length mix – the Medical Center shall not proceed with initiation of such shifts without prior consultation with and consent of the Association.

Workplace Violence
• Increased nursing voice on network workplace violence committee and creation of a Home Care committee with three nurse representatives. Staff nurse will be a co-chair of the network committee and increased paid time for nurses.

Charge Nurse/Home Care Coordinator Education Requirements
• Current CNs and coordinators – 48 months after ratification to obtain BSN, OR 24 months after eligibility to obtain a certification in their specialty.
• Future CNs and coordinators – 36 months after hire to obtain a BSN

Per Diem Nurses
• Improvements in both contracts for per diem nurses including the ability to “move to a per diem” position after 20 years of PeaceHealth service. This will help with retention of senior nurses.

Complete details of each TA will be provided to nurses for the ratification vote.

ONA SHMC/ShHCS teams looking pretty good after a 19-hour bargaining session!
Give Two for the Team—Make your PTO Donation Today

Both the Medical Center and Home Care teams went above and beyond in the amount of time they gave to these negotiations. No one expected this year’s bargaining to require so many sessions. Typically, negotiations take about 14 -16 sessions. This time the teams sat for an unprecedented 25 sessions! Cumulatively, your team members sacrificed hundreds of hours of paid time to see these negotiations through to a successful conclusion. You can help offset some of this sacrifice by donating just two hours of your own PTO to the teams. If you can give more, please do.

PeaceHealth Oregon Network – ONA PTO Donation

A represented caregiver may donate a minimum of one (1) hour and a maximum of 250 hours per year of his or her accrued PTO for the benefit of another caregiver who is a member of the same association negotiating committee.

To Be Completed By Donating Caregiver

Caregiver Name: ___________________________  Caregiver #: ___________________________

# of PTO hours I wish to donate: _______________  Date Submitted: _____ / _____ / ________

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.

Caregiver Signature: ___________________________  Date: ______________

Submission Instructions

Fax the completed form directly to 503-293-0013, Attn: Claire Syrett.
It’s Nurses Week May 6-10!

You are invited to enjoy these events at Riverbend, University District and Home Care Services:

- **RiverBend: Monday, May 6, 7 a.m. - 7 p.m. 200 ALL.**
  Stop by for some snacks, pick up your ONA scrubs (if you didn’t get yours during negotiations) and enjoy some socializing. We will have information on the tentative agreement (TA) and vendors, such as Hula B’s, will be there as well as massage therapists from the LCC massage program who will offer chair massages. Members of the PNCC will also be on hand to share information about their work including supporting nurses in filing Staffing Request and Documentation Forms (SRDFs).

- **University District: Wednesday, May 8.** ONA will be visiting all units on all shifts making deliveries of snacks and ONA goodies.

- **Home Care Services: Wednesday, May 8, 7 - 9 a.m.**
  Join your executive team in the courtyard for some morning coffee and pastries.

**National Nurses Week 2019**

American Nurses Association  May 6-12

Please join us as we celebrate with
Great food, raffle drawings, and ONA goodies!

**Sacred Heart RiverBend**
Monday, May 6
0700-1900

RiverBend Conference Room  200 ALL

**Sacred Heart University District**
Wednesday, May 8
0530-0630
0930-1030
1700-1800

ONA will deliver to the units

**Sacred Heart Home Care Services**
Wednesday, May 8
0700-0900

Courtyard or lobby, depending on weather

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