

May 18, 2017

SHMC Executive Committee

- Lynda Pond (Labor and Delivery)
- Nancy Deyhle (ICU)
- Phyllis Hurt (NICU)
- Kevyn Paul (ED, University District)
- Jessica Detering (Labor and Delivery)
- Wendy Nau (OHVI 5)
- Lola Williams (Orthopedics)
- Abby Maurer (MOR)

Grievance Committee

Chair: Laura Lay (Mother Baby)

SHHCS Executive Committee

- Shirley Hofeld (Home Infusion)
- Maggie Yokum (Home Health)
- Karen Rice (Home Health)
- Jo Turner (Hospice)

Maureen Smith

ONA Labor Relations Representative
smith@OregonRN.org
541-726-0772

Claire Syrett

ONA Labor Relations Representative

Nurses Win Election to Join ONA at SHMC!



Above: On May 17, 2017, RNCMs in the Sacred Heart system gathered for the vote count after their vote to unionize under the ONA contract. They were joined by Maggie Yokum (far left), a nurse

with Sacred Heart Home Care Services (SHHCS) and ONA/SHHCS executive committee member, and Billy Lindros (fourth from left), a member of ONA's board of directors.

Please join us in welcoming the latest addition to the Oregon Nurses Association (ONA) family! On May 17, 2017, nurse care managers (RNCMs) in the Sacred Heart system voted by an overwhelming majority to join ONA in a self-determination

National Labor Relations Board (NLRB) election. The final vote tally was 21 to 2. Congratulations to the RNCMs on this huge effort and victory!

Thank you to all the ONA nurse leaders who have

shown their support and solidarity with this group as they struggle to gain the minimum standards and protections afforded by the ONA contract.

Stay tuned for more updates on this exciting development.

Nurses Step Up as Union Stewards

In January and February of this year, ONA held trainings for nurses in the Sacred Heart system to learn the skills needed to become union stewards. Stewards are a key component of a strong bargaining unit, and a nurse in the steward role should be:

- A communicator who brings information about union activities, meetings, and work actions to union member colleagues.
- A good listener and trusted confidant.
- An organizer who recruits new members, stewards, and activists, and educates members and helps them make their voices heard at work.



Above: New stewards completed training in February 2017.

- A problem-solver who uses a variety of tools to get things done, including the contract and the grievance procedure.

Nurses Step Up as Union Stewards (continued from page 1)

If you have questions about ONA, our contract, or workplace issues, contact your unit's union steward. They can help you find answers and connect you with even more resources!

Thanks to the nurses who joined us for these trainings. We will be scheduling more trainings soon—if you're interested in training as a steward, tell your ONA labor relations representatives.



Above: New stewards completed training in January 2017.

RNCMs Look Forward: We Won The Vote... Now What?

The ONA contract does not automatically apply to the RNCMs after winning the vote. That process must be negotiated. However, certain protections immediately kick in:

- **A say in if and how things change**
SHMC can no longer unilaterally change any major term and condition of employment without negotiating with RNCMs first.
- **Representation**
Nurses now have the right to have an ONA representative with them during investigatory meetings if they think they might be disciplined.
- **Information**
SHMC must produce information and documents related to terms and conditions of employment. RNCMs no longer have to just accept whatever they are told.

There is a lot of work ahead for our new group. Here are the highlights of what to expect next:

- Nominations for the bargaining team.
- Election of the bargaining team.
- Training for the newly elected bargaining team.

Your Union Stewards

If you have questions about ONA or our contract, or you need representation, please reach out to one of these stewards.

Steward	Home Unit	Email
Jessica Detering	LDR, eve	kobelane@hotmail.com
Kate Panum	LDR, night	kpanum@me.com
Lynda Pond	LDR, day	espressolynda@gmail.com
Sahara Waddell	LDR, eve	saha11@live.com
Ramona Greenway	NICU, night	monagreenway@gmail.com
Phyllis Hurt	NICU, day	pkhurt@yahoo.com
Becky Best	MBU, day/per diem	Mapabest@gmail.com
Nancy Besaw	MBU CN, night	bucksaw5@hotmail.com
Mette Jensen	MBU, night	jensen97487@yahoo.com
Laura Lay	MBU, day/per diem	LLayonamail@gmail.com
Scott Kearney	RRT, day	scott.rn@me.com
Nancy Deyhle	ICU, night	nancydy@msn.com
Patty Trachtenberg	Ortho, eve	ptrachtenberg@comcast.net
Lola Williams	Ortho, day	w.lola@yahoo.com
Jessica Gideon	Surgical, day	jpgideon78@hotmail.com
Rob Sabin	Float Pool, day	MSIXRN@gmail.com
Jorge DeLuna	IVT/PICC, day	tacuache1969@hotmail.com
Raeann McClure	Main OR, day	rmccclure02@comcast.net
Kellie Spangler	Main OR, day	kelspa72@yahoo.com
Cathy Cochran	OHVI 4, eve	cochranca1967@hotmail.com
Cheryl Webb	OHVI 4, eve	hearts1arrows1@yahoo.com
Amanda Woldt	OHVI 4, eve	akfitz@hotmail.com
Kevyn Paul	UD ED, day	KPaul@peacehealth.org nyvekrm@yahoo.com
Mandy Pennefather	ACE/UD Med, eve	mandypennefather@gmail.com
Laura Kovac	Psychiatry, eve	laurakovac09@gmail.com

- Bargaining survey to identify priorities.
- Information request to PeaceHealth.
- Volunteer recruitment for contract action team.

If you have any questions, please join us 12:30-1:30 p.m. next Thursday for our first ONA informational meeting about next steps.

**ONA Info
Meeting**

**Thursday, May 25
12:30-1:30 p.m.
Location TBD**