



Oregon Nurses Association  
Bargaining Unit Newsletter

# Sacred Heart Medical Center (SHMC) and Sacred Heart Home Care Services (SHHCS) Newsletter

## Special Edition: Utilization Review

May 25, 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

The Oregon Nurses Association (ONA) is happy to welcome utilization review (UR) nurses to the ONA family as part of last week's successful election by nurse care managers (RNCMs) in the PeaceHealth Sacred Heart system to unionize under the existing ONA contract. When RNCMs first discussed organizing, there were many attempts to include UR nurses in the effort. But it was clear early on that most of the eight UR nurses were not interested.

Your RNCM colleagues wanted to respect the UR nurses' wishes and stopped trying to contact them while moving forward with the unionization of 30 RNCMs. In addition to the fact that a majority of UR nurses were not interested in unionizing,

we understood that UR nurses perform a substantially different job and report to a different manager. Believing UR nurses were a separate unit, we filed for an election on behalf of the 30 RNCMs.

After we filed with the National Labor Relations Board (NLRB), PeaceHealth administration insisted that UR nurses be included in the vote. They claimed that the UR position no longer existed and that all 38 positions in question were RNCM positions. We objected because UR nurses and RNCMs do not perform the same jobs and we did not want to force URs into the unionization process. The administration's resolution to this dispute was to include UR nurses in the vote anyway—but count their contested

ballots only in the event that it would be outcome determinative. Management had the obligation to inform UR nurses of this, but it's clear to us now that they did not. Despite that unfortunate start, we are still thrilled to have UR nurses as part of the group moving forward. After all, we have seen that nurses are stronger when we stand together.

We invite all the UR nurses to join us this Thursday for a conversation and a chance to ask questions and move forward together.

**UR Meeting**  
**Thursday, May 25**  
**2:30-3:30 p.m.**

**RiverBend OHVI**  
**4th floor**  
**Room 44C**

## Nominations Open for ONA Team

Nominations are open for the ONA nurse care manager (RNCM) bargaining team at Sacred Heart Medical Center. This team is responsible for representing the interests of the unit as a whole, preparing for negotiations, attending bargaining sessions, and communicating with the rest of the unit about proposals and responses. There are three positions on the team and all positions are open for nomination and election. You must be an ONA member in good standing to vote and to serve on this important team. You may nominate more than one person.

The [nomination form](#) is on our bargaining unit webpage: [www.OregonRN.org/86](http://www.OregonRN.org/86)

To submit your completed form:

- 1) Email your nomination form to Cara Olexa, ONA program assistant, at [olexa@OregonRN.org](mailto:olexa@OregonRN.org)
- 2) Fax the form to ONA headquarters at 503-293-0013, Attn: Cara Olexa
- 3) Mail the form to:  
Oregon Nurses Association  
Attn: Cara Olexa  
18765 SW Boones Ferry Rd, Suite 200  
Tualatin, OR 97062

Completed forms must be received by 4 p.m. on Thursday, June 1, 2017.

# Bargaining 101: An Introduction to Collective Bargaining

## Overview of Negotiations

Negotiating is a skill we use all the time, whether with our kids or at the car dealership. Negotiating a union contract uses similar skills, but differs in some significant ways. First, it is a process governed by the National Labor Relations Act (NLRA). Second, when negotiating to join the ONA union contract, bargaining team members are not just negotiating for themselves—they are negotiating for all staff nurses who will be affected by the contract. Third, if we feel management is being unreasonable, we can't just walk away from negotiations. Both management and nurses must try in good faith to reach an agreement.

## Main Elements of Negotiating

**The Law:** Both sides must negotiate in good faith. The NLRA states in Section 8(d): *“For the purposes of this section, to bargain collectively is the performance of the mutual obligation of the employer and the representative of the employees to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment, or the negotiation of an agreement or any question arising thereunder, and the execution of a written contract incorporating any agreement reached if requested by either party, but such obligation does not compel either party to agree to a proposal or require the making of a concession...”*

Examples of bad-faith bargaining:

- Surface bargaining or “take-it-or-leave-it” approach.
- Regressive bargaining (moving backwards in the bargaining process).
- Failure or refusal to provide information that is needed by the negotiation committee to draft, evaluate and respond to proposals.
- Violating any ground rules established by the parties.

**Leverage:** In union contract negotiations, our leverage is

where we can impact the things that the employer cares about. The hospital cannot run without nurses and nurses are not easy to replace. So management has a vested interest in trying to reach agreement with us because nurses help in the following ways:

- Keeping the census up.
- Helping SHMC operate efficiently.
- Maintaining the facility’s public image.
- Having adequate staff.

**Relationships:** We work with the people on the other side of the negotiating table and therefore have some insight into whether some managers have the ability to influence other members of their team. We can assess what kinds of approaches are likely to get a positive response. Both sides usually want to avoid adversarial behavior because when the contract is finalized, we want to have professional relationship to return to.

## Keys to a Successful Contract Negotiation

**A Unified Team:** A unified negotiating committee is that makes decisions based on the priorities of the bargaining unit as a whole is critical. The team makes decisions by consensus and avoids a divided front.

**Good Communication:** Each nurse should participate in the ONA negotiation survey so that the committee knows what nurses want and how to prioritize those issues. The bargaining team shares draft proposals and priorities with nurses before negotiations begin. The team also gives an update on negotiations after each bargaining session to keep everyone in the loop.

**Nurse Membership:** When nurses show visible interest and support by signing up to be a member, it provides the team with the leverage necessary to accomplish our goals. Nurses also give feedback to the committee to help with making tough decisions.

### ONA Dues for Nurse Care Managers (RNCMs)

Voluntary ONA membership is \$38.52/month until we reach an agreement with the hospital.

Dues at the point we reach agreement:  
\$90.44/month working over 64 hours/month  
\$47.63/month working under 64 hours/month

### RNCM Planning Meeting

Thursday, May 25, 2017

12:30-1:30 p.m.

RiverBend OHVI 4th floor, Room 44C  
(behind nurses station when you get off the elevator)