

**Oct. 30, 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  
Syrett@OregonRN.org  
541-953-7736

### Oregon Nurses Association (ONA)

18765 SW Boones Ferry Road  
Suite 200, Tualatin, OR 97062  
1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)



## Next Negotiation Session

**Wednesday, Nov. 1**

**1-5 p.m.**

**Rainier Room, RiverBend Annex**

## RNCM/UR Bargaining Update #1

On Friday, Oct. 27, negotiations between the Oregon Nurses Association (ONA) and Sacred Heart Medical Center (SHMC) to bring the nurse care managers (RNCMs) and utilization review (UR) nurses into the current contract started off on a positive note.

The morning session brought both negotiation teams together for the first time. ONA bargaining team members Anne-Marie Burns, Tami McNealy, Tammy Strehlow, and Michelle Zoller were supported by ONA labor relations representatives Claire Syrett and Maureen Smith. Representing

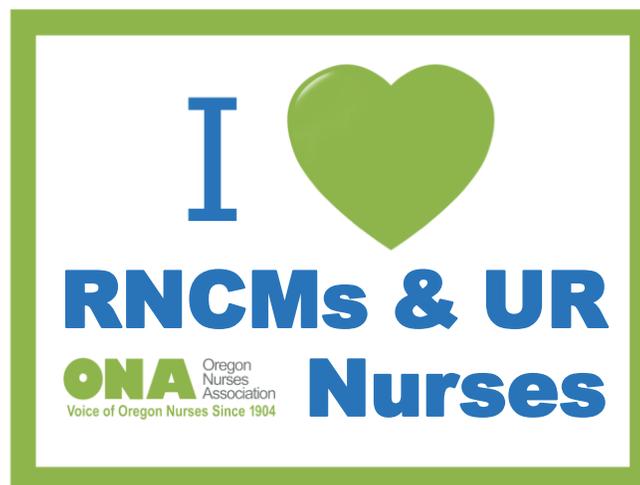
SHMC are Marie Stehmer, senior director of human resources for PeaceHealth Oregon; Connie Burns, manager of nurse care management; Anamaria Clemons, care management director; Beverly Park, human resources (HR) partner; and Phillip Hoffman, HR specialist.

After introductions and discussion of ground rules, Michelle Zoller shared a statement on behalf of the RNCMs and UR nurses, noting the combined experience of nurses in this department is the equivalent of 477 years of service! Michelle detailed the numerous duties of the

RNCMs and UR nurses and expressed the shared hope that these negotiations would be a collaborative and positive process.

After sharing some of the highlights from our pre-negotiation survey, the ONA team provided a high-level preview of the proposals we plan to bring forward. These include:

- The provisions of the current collective bargaining agreement will apply to nurses in the RNCM/UR unit.
- A process for placing nurses equitably on the wage scale with no nurse seeing a reduction in wages and opportunities to advance on the wage scale.
- Certification pay for qualifying certifications.
- A separate labor management committee (LMC) for the RNCM/UR unit until the current contract is renegotiated. The LMC would be a venue for discussing issues that are likely to



## RNCM/UR Bargaining Update #1 (continued from page 1)

arise with a new unit being brought into an existing contract and would help ensure both parties understand how the contract applies to this department.

Toward the end of the morning, we did accomplish one of our goals for the first day—a tentative agreement (TA) on paid time off (PTO) donations. TAs are typically signed as parties come to agreement on specific issues and language during the negotiation process and then are brought forward to the whole unit for ratification as the final agreement. In this case, our TA applies during negotiations and allows for nurses throughout SHMC and Sacred Heart

Home Care Services (SHHCS) to donate their own PTO to the ONA bargaining team. This is to provide some financial relief to these nurses who are taking time off of work to represent their colleagues at the negotiation table.

Lastly, our ONA team was happy to share that the professional nursing care committee (PNCC) has agreed that RNCMs and UR nurses will have priority access to the pooled education funds when those are released in April 2018, and they will be eligible to apply for unit funds in July 2018.

Our ONA team thanks you for your support! Nurses in the RNCM/UR

unit showed their appreciation for the team by providing a generous breakfast of coffee, muffins, bagels, and fresh fruit. In addition, nurses signed up for times to come and observe negotiations. Thank you to all those who had a chance to visit negotiations before both teams adjourned for the day: Donakay, Sara, Shellila, Denise, Ed, and Beth. We also thank those of you who signed up to observe but didn't get a chance to because of our early adjournment.

Our next negotiations date is Wednesday, Nov. 1, 1-5p.m. in the Rainer Room at the RiverBend Annex. Please come by to observe negotiations and support our team!

## Vote YES on Measure 101 to Protect Health Care Access

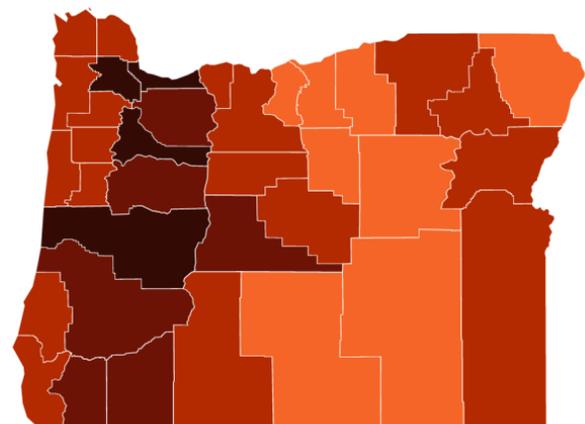
Oregon voters will face a decision on whether or not to protect health care for more than 350,000 children, adults with disabilities, seniors, and low-income families in a special election Jan. 23, 2018.

Measure 101 asks voters to uphold the bipartisan Oregon Healthcare Protections Bill which the legislature passed in the 2017 legislative session. Nurses, hospitals, insurers, Democrats and Republicans all supported the bill in order to fund health care and lower premiums for more than half a million Oregonians.

**Voting YES on Measure 101 means protecting health care for Oregonians who otherwise couldn't afford care** and are too often forced to go to the emergency room when they are sick. If the measure fails, thousands of our most vulnerable patients will be in jeopardy of losing their health care.

It is critical we stand together to protect Oregon families by supporting Measure 101 in the Jan. 23 special election.

**If Measure 101 fails, over 350,000 Oregonians could lose their healthcare coverage.**



Coverage loss by county: 0 - 1,000 1,001 - 10,000 10,001 - 30,000 Over 30,001

Learn more, get involved, and add your name to pledge to vote YES on Measure 101 at:

[www.OregonRN.org/YesOnMeasure101](http://www.OregonRN.org/YesOnMeasure101)