

Nov. 6, 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

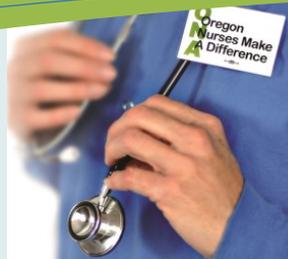
ONA Labor Relations
Representative
Smith@OregonRN.org
541-726-0772

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



Next Negotiation Session

**Thursday, Nov. 16
10 a.m.-5 p.m.**

Shasta Room, RiverBend Annex

New Date Added: Dec. 15 8:00 a.m.–12:00 p.m.
Room TBA (this session may be cancelled if not needed)

RNCM/UR Bargaining Update #2

The ONA-SHMC negotiations on behalf of the nurse care managers continued last week with half day sessions on Nov. 1 and 3 at the Riverbend Annex. Over the course of two days, the parties put forward the remaining proposals to be considered during these negotiations and came to agreement on two of them: joint agreement trainings and the formation of an interim labor management committee (LMC). The joint agreement trainings will be jointly developed by ONA and SHMC. The trainings will serve to educate nurses and department leaders on the contract and how various provisions apply to the nurse care manager unit. Similar trainings were held for nurses at Riverbend, University District and Home Care after the current contract was ratified in 2016. Time spent attending this training will be paid time. The formation of an interim LMC for the nurse care manager unit will provide a venue for elected nurse representatives

and department managers to work through issues that will likely arise as the department works to fulfill its obligations under the contract. This interim committee will meet until negotiations begin to renew the contract next year. The nurses serving on this committee will be paid for their committee time. Once the new contract is ratified the nurse care manager unit will be



RNCM First Day (from left): Denise Bell and Donakay Johnson show support on the first day of negotiations.

represented at the LMC that already exists under the contract.

On Wednesday, in addition to the joint agreement training and interim LMC proposals, ONA presented three other proposals: the current collective bargaining agreement will apply to the nurse care managers, a process for determining seniority within ONA, and workplace safety. The proposal on seniority is intended to create a process for ensuring that each nurse in the unit is placed properly on the seniority list for

RNCM/UR Bargaining Update #2 (continued from page 1)

both the unit and house wide. This is an important consideration for nurses covered by the contract when it comes to bidding on positions or rights in the event of a layoff. The workplace safety proposal was specifically focused on addressing the issue of shared workstations and ergonomics. Anne-Marie Burns shared a statement from one care manager who has suffered injury since transferring into the department due to how her workstation is configured. ONA lead spokesperson, Claire Syrett, reiterated that this topic was one of the high priority issues identified by nurses in the pre-negotiation survey.

On Friday the Medical Center responded to both the seniority process and workplace safety proposals by rejecting them. They asserted that these issues could be addressed within the current contract. Specifically, they said the contract's provision that the Medical Center comply with state and federal regulations pertaining to workplace safety provided sufficient protection for nurses. At this point, they have not offered a formal response to the proposal that the whole contract would be applied to the nurse care manager. The team intends to respond to the Medical Center's rejection of the workplace safety proposal at the next session and expects discussions on the need for a clear process for determining seniority to continue as well.

Please contact the team if you would like us to share your personal experience trying to work from a desk that cannot be adjusted or a keyboard that causes you injury. The Medical Center needs to know that this is a



From left: Amber Thorsen, Cyndi Solesbee, Michelle Zoller, and Anne-Marie Burns.

serious issue they have a responsibility to proactively address. Simply citing state and federal health and safety laws as providing adequate protection is not satisfactory.

ONA also put forth proposals on wages and staffing on Friday. The wages proposal includes provisions that nurses shall be placed on the wage scale in the contract in such a way that no nurse shall experience a reduction in wages, and additional steps for nurse managers only that would allow for advancement for those who will be near or at the top of the current steps once they are covered by the contract. The staffing proposal calls for the UBC to be given sufficient paid time to develop a staffing plan for the unit that would follow the process outlined in the contract and create a staffing plan that would govern staffing for the unit. Staffing and workload were among the top priority issues for nurses in the unit and this proposal is intended to initiate a process to address those. The only proposal put forward by the Medical Center would modify contract language on filing of positions in the unit. The Friday session ended before either party could respond to the proposals put forward by the other.

Thank you to our CAT members **Cyndi Solesbee, Kathy Andrews, and Beth Irvin** for keeping the team's spirits up, and for the treats and coffee provided for our Friday morning session!

