

Nov. 17, 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

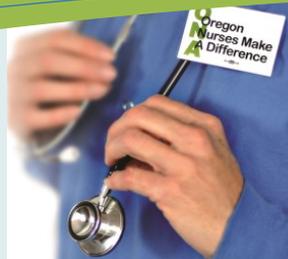
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### Claire Syrett

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### Oregon Nurses Association (ONA)

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## Next Negotiation Session

**Tuesday, Nov. 28, Noon-5 p.m.**  
**Rainer Room, RiverBend Annex**

Additional Session: Dec. 15, 9 a.m.-1 p.m.  
Shasta Room, RiverBend Annex  
(We will schedule more sessions as needed.)

## RNCM/UR Bargaining Update #3

On Thursday, Nov. 16, the negotiation session on behalf of nurse care managers (RNCMs) and utilization review (UR) nurses ended without any new tentative agreements between our

Oregon Nurses Association (ONA) bargaining team and the PeaceHealth Sacred Heart Medical Center (SHMC) administration team. Although some positive movement did occur,

negotiations have not yet addressed key issues including how the main collective bargaining agreement (CBA) for nurses at SHMC will be applied to nurses in the RNCM/UR unit.

### Issues on the Table

#### Workplace Safety

On the positive side, SHMC offered a written proposal regarding workplace safety and ergonomics. Previously they had asserted that no language needed to be negotiated on this topic because it was already addressed by the health and safety language in the current CBA. Our ONA bargaining team continued to push on this subject, which was one of the priority issues identified in the pre-negotiation survey.

Following this discussion, SHMC proposed language that would require ergonomics be included in orientation for new nurses and discussed at staff meetings on a periodic basis.

While this language is not as strong as what our ONA team had proposed, it was a sign of progress that SHMC was willing to put their commitment to addressing this issue into the final agreement. Our team plans to respond to this new language at the next bargaining session on Nov. 28.

#### Filling Positions

Our ONA team provided a response to the single proposal SHMC brought to the table on their own behalf, regarding the filling of vacancies. SHMC sought to modify the

current CBA language that governs when a more junior qualified nurse can be granted a position over a more senior nurse.

Our team's counterproposal was to add RNCMs and UR nurses to Article 13.3 and subarticle 13.3.1 so vacancies in this unit would be filled in the same way charge nurse and house coordinator positions are filled. In addition, we proposed that the interim labor management committee develop a process for forming ad-hoc nursing staff selected interview panels, as well as the criteria to be used when filling vacancies under Article 13.3.

#### Wages

SHMC made a counterproposal on wages. They provided wage comparisons with some other RNCM workgroups, including at McKenzie-Willamette Medical Center, where RNCMs are not represented under the ONA contract. SHMC argued that RNCMs at Sacred Heart are currently overcompensated compared with those at other hospitals. SHMC's counterproposal did not address our proposal to create additional steps for RNCMs and UR nurses whose wages are higher than the highest step on the main CBA's wage scale, or our proposal that all incoming RNCMs and UR nurses be placed no lower than step 5 on the wage scale.

(Continued on page 2)

## RNCM/UR Bargaining Update #3 (continued from page 1)

SHMC did accept the principle that no nurse will experience a wage reduction in this process, and also proposed language mirroring ours that would create a process for nurses to challenge their initial placement on the wage scale by providing documentation of their years of nursing service and experience.

While wages were not a priority issue for RNCMs and UR nurses deciding to join the union, our ONA bargaining team believes these two principles (no reduction in wages and fair placement on the wage scale) are fundamental to a fair process. Our team intends to respond with a counterproposal at the next session.

### Staffing

SHMC rejected our team's proposal on staffing, arguing the Oregon Hospital Nurse Staffing Law doesn't apply to RNCMs or UR nurses. While it is unclear whether or not this is the case, it is clear staffing/workload was one of the main reasons this unit voted to join the union.

This is one of the more challenging topics for negotiation, and our ONA team will continue their internal discussions to determine the most effective strategy to move this issue forward before offering a modified proposal on this issue.

### Reorg Rumors

Our ONA bargaining team asked SHMC to clarify comments they made at the last negotiation session suggesting a reorganization of the unit might follow ratification of this contract. The discussion revealed a reorg is not necessary and managers are looking at possible changes to patterns

but not a reorganization of positions in the unit.

While pattern changes can cause some disruption for individuals, our team was relieved to learn SHMC was not proposing a reorganization, which could result in FTE changes and other major changes negatively impacting RNCMs and UR nurses.

### Inclusion in the Contract

One critical proposal still to be discussed is our ONA team's very first proposal, that the RNCMs and UR nurses be folded into the main CBA and its language as it stands, with exceptions limited to those negotiated during these sessions. Our ONA team has been negotiating and making proposals with the understanding this would be the case. In preparation for negotiations, SHMC's chief spokesperson discussed the parties' mutual intent of "folding" this unit into the existing agreement.

However, in the course of asking some clarifying questions about how Appendix B ("Scheduled Time Off") of the main CBA would be applied to RNCMs and UR nurses, SHMC appeared to indicate they believe this section wouldn't apply to this unit. This revelation left our team wondering what other sections of the contract SHMC thought would not apply.

We ended the session by demanding an answer to this question prior to our next scheduled session. It is critical for our team to understand SHMC's position on this question before proceeding with further negotiations.

## Thanks for your support!

Our bargaining team was pleased to have RNCM Carrie Ellison sit in on part of Thursday's negotiation session, and we appreciated the coffee and pastries she brought. In addition, ONA executive team member Jessica Detering of SHMC labor and delivery observed negotiations and helped answer questions during our team caucus.

Thank you, Carrie and Jessica, for showing support and solidarity with our team!

**Next negotiation sessions** are scheduled for Nov. 28, noon-5 p.m. in the Rainer Room at the SHMC Riverbend Annex, and Dec. 15, 9 a.m.-1 p.m. in the Shasta Room, also at the Annex. We will schedule additional sessions as needed. We know it's challenging to make it to the Annex, but

please come to observe these sessions! Your presence makes a difference!

## And during this time of thanks...

Our bargaining team would like to thank those nurses who have given generously to the team—paid time off (PTO) donations, food, your time when you visit negotiations, and more! **THANK YOU!**

## RNCM/UR Unit Meetings

**Tuesday, Dec. 14**

**12:30-1:30 p.m. (lunch provided!)**

**and 4:30-5:30 p.m.—Both locations TBD**

Please plan to attend one of these unit meetings so we can update you on negotiations, and you can provide input to our team. This meeting will take place the day before our last scheduled negotiation session and will give our team crucial feedback before they decide on a final agreement with SHMC.