

Nov. 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, Dec. 15

9 a.m.-1 p.m.

Shasta Room, RiverBend Annex

*(We will schedule more sessions as needed.)*

## RNCM/UR Bargaining Update #4

Bargaining for the nurse care managers (RNCMs) and utilization review (UR) nurses continued on Tuesday, Nov. 28, with two more tentative agreements (TAs) signed. Our Oregon Nurses Association (ONA) RNCM/UR bargaining team and the Sacred Heart Medical Center (SHMC) administration team signed off on agreements related to workplace safety and the filling of vacancies. See the box below for more details about these TAs.

The session began with the parties clarifying and confirming that the RNCM/UR nurses will be covered by the main collective bargaining agreement, with the only exceptions being those negotiated during

these sessions. This provision will be explicitly included in the final memorandum of understanding that will be the product of these negotiations. This was an important clarification for our RNCM/UR team and allowed us to continue negotiations in good faith.

SHMC then put forward a new proposal to create an exception to "Appendix B: Scheduled Time Off," which dictates the minimum number of nurses who can be scheduled off in a unit according to core staffing. SHMC's proposal is only one nurse at a time would need to be granted time off as opposed to the minimum of four that Appendix B provides. This would be a

significant difference from the current contract and even a change from current unit practice, which is to try to accommodate at least two nurses at a time for the RNCMs and to work with the UR nurses to get them their earned time off. Our RNCM/UR team asked some clarifying questions but offered no response to the proposal during the session.

Our RNCM/UR team put forward a counterproposal on wages that retained the additional steps for those at the top of the current wage scale from our initial proposal, but slightly reduced the amount of the top step in 2018. We proposed this in order to match the *(Continued on page 2)*

## Tentative Agreements (TAs)

### Filling Positions

Our TA on the filling of vacancies provides for the hiring of nurse care managers to be handled in the same way as charge nurses and house coordinators under article 13.3 of the current contract. In addition, the interim LMC shall create a process for the staff interview panel and ensure the criteria used for evaluating candidates is objective. The nurse care managers will be added to

article 13.3 when the full contract is renegotiated.

### Workplace Safety

Our TA on the workplace safety proposal calls for SHMC to ensure that all nurses hired into the unit are briefed on the employee health resources available to them, including ergonomics, and that workplace safety will be a topic at staff meetings and the interim labor management committee (LMC) meetings.

## RNCM/UR Bargaining Update #4 (continued from page 1)

wages of nurses at PeaceHealth St. Joseph Medical Center, who are represented by the Washington Nurses Association. We also reduced the minimum step at which newly hired

nurses would come into the department from Step 5 to Step 4. The SHMC team plans to respond at our next session.

Our RNCM/UR team also put forward

a modified proposal to address the creation of a staffing plan for the unit. The SHMC team indicated they would respond to this proposal at our Dec. 15 negotiation session.

### Next Negotiation Session – Dec. 15

Our Nov. 28 negotiation session was productive, but there are still important issues to be resolved or formally signed off on in a TA. These include wages, staffing, seniority and inclusion in the full collective bargaining agreement. Our last scheduled

negotiation session is set for Friday, Dec. 15, 9 a.m.-1 p.m. in the Shasta Room at the RiverBend Annex. Both parties are hoping to come to a final agreement on that day. If that is not possible, we will likely have to wait until January before we can meet again. Please come and observe if you are able. Whenever possible, it is important to have nurses there during

these sessions.

### Thank You!

Thank you to Lynda Pond, Nancy Deyhle, and Kevyn Paul of the ONA/SHMC executive committee for coming by and spending some time with our RNCM/UR team on Tuesday. It was great to have their support and meant a lot to the team.

## RNCM/UR Unit Meetings Tuesday, Dec. 14

Please plan to attend one of these meetings. Your bargaining team wants to hear from you before the final scheduled negotiation session.

- **12:30-1:30 p.m., Room 200EB**  
*(Due to overlap with the SHMC holiday luncheon, ONA will not be providing lunch for this meeting. Feel free to bring your lunch to the meeting.)*
- **4:30-5:30 p.m., Room 200FA**

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

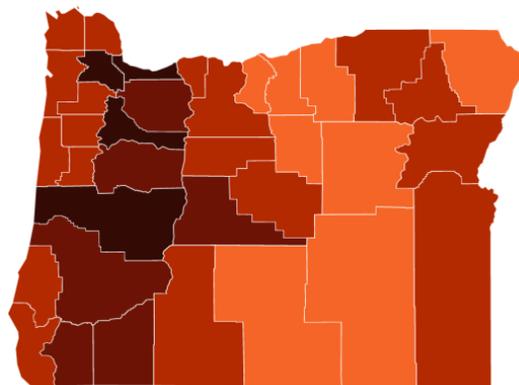
With just 55 days until the [Jan. 23 Special Election on Measure 101](#), it's critical we work to educate voters about why protecting health care is so important for Oregonians.

Join ONA for the **Yes for Health Care Lane County kick-off at noon, Sunday, Dec. 3, at the Wayne Morse Free Speech Plaza in Eugene** to make sure every voter knows to vote YES on Measure 101.

Measure 101 protects health care for some of the most vulnerable Oregonians, including seniors, people with disabilities and 400,000 children. Some of the best minds in health care came together to endorse this measure including ONA, the Oregon Association of Hospitals and Health Systems, the Oregon Medical Association and many insurers and health care advocates. We endorse this measure because we all recognize that health care is a right, and that no one should have to go bankrupt getting the care that they need.

It's imperative that as nurses, we stand together to [support Measure 101 in the Jan. 23 special election](#). To RSVP to

**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

this event or to find out about future opportunities in your area, contact Wlnsvey Campos at [Campos@OregonRN.org](mailto:Campos@OregonRN.org).

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