

Jan. 25, 2018

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
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Oregon Nurses Association (ONA)

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RATIFICATION VOTE

Tuesday, Jan. 30, and

Wednesday, Jan. 31, 2018

12:30-1:30 p.m. & 4:30-5:30 p.m. both days

RNCM break room at SHMC RiverBend

Ratification Vote Scheduled for RNCM/UR Unit

The nurse care manager/utilization review (RNCM/UR) bargaining team has reached a tentative agreement with Sacred Heart Medical Center (SHMC) that will bring the RNCM/UR unit into the Oregon Nurses Association (ONA) collective bargaining agreement. Now

nurses in the unit will need to vote on whether to ratify the agreement. Voting will take place Tuesday, Jan. 30, and Wednesday, Jan. 31, from 12:30-1:30 p.m. and 4:30-5:30 p.m. both days in the break room of the nurse care manager offices at RiverBend.

Your Bargaining Team Recommends a YES Vote

Please be sure to vote, as every vote matters. You must be an ONA member or fair share payer to be eligible to vote. If you have not yet signed up for membership, you will be able to do that when you come to cast your vote.

ONA labor relations representatives Claire Syrett and Maureen Smith and representatives from your bargaining team will conduct the vote. They will be able to answer questions about the tentative agreement as well as show each nurse how they will be placed on the wage scale.

The table to the right and the chart on pages 2-4 provide some details of the tentative agreement. To review the precise language of the agreement, please read [our full tentative agreement document](#) on [our bargaining unit webpage](#).

ONA/SHMC Collective Bargaining Agreement (CBA) 2016-2019 — Appendix A, Wage Rates

Section 1. Nurses shall receive the following hourly wage rates effective the first full pay period subsequent to the following dates:

Step	July 1, 2016	July 1, 2017	July 1, 2018
1	\$34.50	\$35.54	\$36.60
2	\$35.55	\$36.61	\$37.71
3	\$36.71	\$37.81	\$38.94
4	\$37.89	\$39.03	\$40.20
5	\$39.19	\$40.36	\$41.57
6	\$40.56	\$41.78	\$43.03
7	\$42.06	\$43.32	\$44.62
8	\$42.96	\$44.25	\$45.57
9	\$43.82	\$45.13	\$46.49
10	\$45.66	\$47.03	\$48.44
11	\$47.62	\$49.05	\$50.52
12	\$48.71	\$50.17	\$51.67
13	\$49.78	\$51.28	\$52.82
14	\$50.89	\$52.42	\$53.99
15	\$52.04	\$53.60	\$55.21
16	\$53.34	\$54.94	\$56.59

Your Bargaining Team Recommends a YES Vote (cont'd from page 1)

Final Tentative Agreements Summary as of Jan. 22, 2018

Proposal	ONA	SHMC	Status
Inclusion in Current Collective Bargaining Agreement (CBA)	11/1/17 Initial proposal: RNCM to be covered by current CBA with only exceptions those negotiated during these sessions. Both parties agreed that those exceptions were Articles 18.1-18.6; Appendices C,H,I,J,K,L, and M; MOU ED Zone 6; and UD Voluntary Call.	11/28/17 SHMC verbally agreed in principle. 12/15/17 SHMC provided counterproposal that included appropriate references to legal language governing unit accretion.	TA 12/15/17
Seniority	11/1/17 Initial proposal: process for ensuring accurate calculation of seniority within unit and house-wide.	11/3/17 Rejected ONA proposal. 11/16/17 Agreed to discuss possible process but no formal response. 1/16/18 Proposed process for ensuring accurate calculation of seniority and process for nurse to review placement. Nurses to review data provided by SHMC and will have 60 days to dispute.	TA 1/16/18
Placement on Wage Scale	11/1/17 Initial proposal: no loss in wages, review of placement to ensure equity, additional steps for those at high end already, new hires placed at step 5; retro pay to ratification for those adjusted to higher steps after review. 11/28/17 Counterproposal: new hires placed at Step 4, reduced step 19 in 2018; all other language same.	11/16/17 Counterproposal: no loss in wages, review of placement upon nurse's request with SHMC responding within 30 days. 1/16/18 Proposed no loss in wages for nurses placed on Appendix A wage scale, one-time opportunity for nurses to have initial placement on scale reconsidered based on documented relevant years of experience; nurses already earning above highest step of wage scale shall be "red-circled"; all "red-circled" nurses shall receive a one-time lump sum payment equivalent to 3% of their salary; nurses whose placement on Step 16 does not result in a 3% wage increase will receive a one-time lump sum payment for the difference between the placement on Step 16 and 3% of their wage. (See "Appendix A, Wage Scale" on page 1 of this newsletter.) Nurses will have 60 days to request a review of their step placement if not in agreement with their placement on the wage scale based on years of relevant experience.	TA 1/16/18

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Your Bargaining Team Recommends a YES Vote (cont'd from page 2)

Continued — Final Tentative Agreements Summary as of Jan. 22, 2018

Proposal	ONA	SHMC	Status
Interim Labor Management Committee (LMC)	<p>11/1/17 Initial proposal: Interim labor management committee (LMC) for RNCM; three representatives plus ONA representative, two-hour monthly meeting for three months then quarterly; dissolved when main CBA renegotiated.</p> <p>11/16/17 ONA accepted counterproposal of approximately six meeting of 90 minutes in length.</p>	11/3/17 SHMC counterproposal: fewer meetings of shorter duration with two nurse representatives instead of three.	TA 11/16/17
Workplace Safety	<p>11/1/17 Initial Proposal: require SHMC to provide ergonomic assessment and access to equipment for nurses in unit.</p> <p>11/16/17 ONA modified initial proposal to one that is less prescriptive.</p> <p>11/28/17 ONA accepted counterproposal.</p>	<p>11/3/17 SHMC rejected.</p> <p>11/16/17 SHMC counterproposal that SHMC shall ensure all RNCM provided with orientation on workplace health and safety resources including ergonomics.</p>	TA 11/28/17
Joint Agreement Training	11/1/17 ONA accepted.	11/1/17 Initial proposal: SHMC and ONA will develop and provide contract training to managers and nurses in unit.	TA 11/1/17
Staffing	<p>11/3/17 ONA Initial Proposal: RNCM process for development of staffing plan according to language in current CBA.</p> <p>11/28/17 ONA modified proposal: less prescriptive language for development of staffing plan for unit with participation from manager explicit.</p>	<p>11/16/17 SHMC rejected proposal.</p> <p>1/16/18 Proposed language that gives nurses the opportunity to collaboratively provide input into a staffing structure through a nurse-only ad hoc committee of the unit-based practice council (UBPC). The staffing structure for the unit shall be developed utilizing nationally recognized evidence-based standards and guidelines including those established by the American Case Management Association. Initial proposal to be developed by April 30, 2018.</p>	TA 1/16/18

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Your Bargaining Team Recommends a YES Vote (cont'd from page 3)

Continued — Final Tentative Agreements Summary as of Jan. 22, 2018

Proposal	ONA	SHMC	Status
Filing of Vacancies	11/16/17 ONA counterproposal: have Article 13.3 of current CBA apply to RNCM and add them to this section when contract renegotiated (same process as charge nurse and house supervisors). Labor management committee (LMC) would develop process for staff selected interview panels and objected criteria. 11/28/17 ONA accepted counterproposal.	11/3/17 SHMC initial proposal: mirrors current CBA language with exception of no reference to 6,000-hour seniority threshold for determining which candidate awarded if both internal. 11/16/17 SHMC counterproposal with minor language changes.	TA 11/28/17
Exception to Appendix B Scheduled Time Off		11/28/17 SHMC initial proposal: creates exception to allow a minimum of one (1) nurse to be granted time off at a time. 1/16/2018 SHMC withdrew proposal.	Withdrawn by SHMC
PTO donation	10/27/17 ONA Initial Proposal: SHMC and Home Care Services nurses can contribute unused PTO to bargaining team during negotiations.	10/27/17 SHMC accepted.	TA 10/27/17



Above: Your RNCM/UR bargaining team members celebrated reaching a tentative agreement to be represented under the current ONA/SHMC contract. From left to right: Tammy Strehlow, Anne-Marie Burns, ONA labor relations representative Claire Syrett and Maureen Smith, and Michelle Zoller (not pictured: Tami McNealy).

Donate PTO to Your Team!

There is still time to make a donation of paid time off (PTO) to your RNCM/UR bargaining team. They put in many hours of volunteer time and appreciate any support you can give them.

The [PTO donation form](#) is available on [our bargaining unit webpage](#).