Oregon Nurses Association-Sacred Heart Medical Center (SHMC) and Home Care Services (SHHCS) negotiations kicked off on January 10 at Riverbend. Since then nurses and Sacred Heart administration have held four days of talks. The ONA-SHMC bargaining team co-chairs Phyllis Hurt and Kevyn Paul each offered opening statements laying out the high priorities of Medical Center nurses for this contract renewal as did Maggie Yokum, co-chair of the ONA-SHHCS team. “The number one concern of the ONA members that participated in our pre-negotiation survey was staffing levels and in-shift adjustments...A safe and functional workplace was the second highest concern, followed by health insurance benefits and health insurance premiums... We all begin this process with the common denominator of wanting to provide the very best for our patients and our community. I believe this is possible through respect, collaboration, a commitment to improved communication, and being mindful that we all bring a different perspective to the problems as well as the solutions we are seeking.” said Hurt. The Medical Center team did not offer opening statements. The ONA team’s lead negotiator is Maureen Smith who formally retired as ONA labor relations representative January 4 but who is staying on as an independent contractor to bargain this renewal of the contract. Scott Allen is the lead negotiator for the Medical Center team with chief nursing officer Heather Wall also at the table.

The issue of safety in the workplace was again among the highest priorities for Medical Center nurses. The ONA team put forward a strong proposal that would have a nurse co-chair the Workplace Violence Prevention committee. This would ensure that nurses were leading the discussion at this committee helping to move safety initiatives out of the committee and onto the unit floors in a way that creates a safer workplace for all caregivers. In addition, the proposal would provide paid time for eight nurses to serve on the committee and require that any training provided to nursing staff had been reviewed and approved by nurses serving on the committee. The creation of a nurse-only subcommittee to bring input from the floor to the committee was also included in this proposal. Mandy Pennefather who has served on the Workplace Violence committee for more than two years spoke to the need for these enhancements to the committee’s work. ED nurse Franky Valenzuela and Wendy Nau, OHVI5, shared their personal experiences with violent patients and family members with the Medical Center team.

The nurses achieved a tentative agreement (TA) with administration on their proposal to increase the paid hours of the Medical Center’s Professional Nursing Care Committee (PNCC) from 30 hours to 50 hours. This was a positive way to end our fourth day of negotiations that acknowledges the importance of providing nurses with paid time to address practice issues in a meaningful way. Thank you to PNCC chair Patrick Hubbard for his presentation to the negotiations teams that paved the way for this first substantive TA. Both teams reached TAs on deleting an appendix and a memorandum of understanding that were outdated and no longer relevant.

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ONA has also proposed clarifying per diem requirements and incorporating the New Residency program into the contract.

Home Care nurses identified staffing, compensation, on-call requirements and safe and functional work environment as their highest priorities. Home Care will have their own negotiations kicking off on January 30 in the Cusack room of the Support Service Building. Proposals specific to the Home Care contract will be presented at that time.

The Medical Center’s only substantive proposal was on modifications to the grievance process. Otherwise only minor clean-up of out of date language has been proposed. Both parties have agreed that all proposals will be put on the table by the Feb.8 negotiations. This is when the ONA team expects to put forward their proposals on wages and staffing among other articles.

Show of Support Boosts ONA Team

Thank you to all the nurses and hospitalists who came to first day of negotiations kick-off and to observe over the first four days of negotiations. Having caregivers, especially nurses, present during these negotiations is important to support the ONA negotiations team and to keep administration on notice that nurses are paying attention. ONA state-wide president and former ONA-SHMC negotiations co-chair Lynda Pond came to the first day offering words of encouragement to the team. The team also enjoyed homemade cinnamon rolls brought by Stacey Hoffman and the Master Doughnuts provided by Anne-Marie Burns. We have nurses ready to provide the team with lunch at future negotiations. Contact labor relations representative Stanley Young (young@oregonrn.org) if you want to sign up to bring food for the team at a future negotiations session.

Negotiation Dates and Locations

(Sessions scheduled to start at 10:00 a.m. All information subject to change)

Sacred Heart Medical Center
- February 7       Riverbend 200EB
- February 8       Riverbend 200EB
- February 26      Riverbend 200EB
- March 8          Riverbend 200EB

Sacred Heart Home Care Service – all session scheduled to be held in the Support Services Building, Cusack Room.
- January 30
- February 11
- March 7
CAT Corner
The first Contract Action Team meeting (CAT) was on January 8. The CAT members are asking their colleagues to sign up for text message updates for bargaining updates, submit personal emails for ONA communications, asked members to attend the bargaining kickoff rally, and attend our winter social bargaining update meeting. Their next meeting is scheduled for January 29. The CAT will be spearheading the distribution of ONA-branded scrubs planned to roll out in early February. Stay tuned for more details on this exciting action.
If you are interested in joining the Contract Action Team, please reach out to ONA Labor Representative Stanley Young Young@oregonrn.org

PTO Donations
Help your Team
ONA-SHMC and SHHCS nurses can donate their unused PTO to the bargaining teams to help offset the loss of wages team members experience through their volunteer service during negotiations. The generous donations of nurses also show the team how much their hard work to reach a fair contract is appreciated by their colleagues. If you would like to donate some of your unused PTO, please use the form provided. Contact labor relations representative Claire Syrett at syrett@oregonrn.org with any questions.
Link to PTO Donation Form (or submit form below)

PeaceHealth Oregon Network – ONA PTO Donation
A represented caregiver may donate a minimum of one (1) hour and a maximum of 250 hours per year of his or her accrued PTO for the benefit of another caregiver who is a member of the same association negotiating committee.

To Be Completed By Donating Caregiver

Caregiver Name:_________________________________________ Caregiver #:_________________________________________

# of PTO hours I wish to donate:_________________________ Date Submitted:_________ / _________ / __________

I understand that by signing this election form and donating my future accrued PTO hours to the bargaining team, my PTO bank will be deducted and my pay reduced for taxes related to the gross value of those hours. I further understand the value of my donated PTO will not be included in my retirement eligible compensation, and that this PTO donation is non-revocable. I authorize the PTO deduction and attest to the understanding my personal tax implication for the donation and its impact on my retirement benefits.

Caregiver Signature:_________________________________________ Date:____________________________

Submission Instructions
Fax the completed form directly to “Attn: Claire Syrett” at (503) 293-0013.
Missing Differentials Found: Winter Incentive Payroll Error to be Corrected

Your ONA-SHMC team heard loud and clear from many nurses who picked up shifts through the Winter Incentive program that they received no differential pay on those pay checks. The team requested a sidebar during negotiations to discuss this with the director of human resources, Marie Stehmer, and Heather Wall. After looking into the issue, the human resources department confirmed that this oversight was due to a payroll error and began taking steps to fix the problem. Approximately 100 nurses were affected by this mistake. Per wage and hour law, those whose paychecks were shorted more than 5 percent of their gross wages will be issued a separate check (about 15 nurses) and others will see the missing wages added to their next paycheck. Thank you to everyone who raised the alarm about this issue. Fast action lead to a fast resolution thanks to the efforts of your team.

ONa members enjoy some warmth at the Winter Social

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Receive continuing nursing education contact hours

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.