The first session of the ONA – Sacred Heart Home Care specific negotiations occurred on January 30. Your ONA bargaining team has been hard at work preparing for this bargaining session and put several proposals on the table designed to address some of the top issues identified in the pre-negotiation survey.

Our team proposed changes that will enhance our member’s ability to pursue their professional development by increasing the amount of funds available and by improving the process for requesting time off and timely reimbursements. We also proposed language to increase nurse involvement in prevention of Workplace Violence and to ensure more protections for nurses in the event of a future layoff. SHHCS Administration didn’t present any proposals at this session but did respond to one of ONA’s proposals. See table below for more details.

Here is a synopsis of the initial proposals that your ONA bargaining team put on the table the first day. The team will be making additional proposals at the next session including proposals to address the concerns raised by our members about the increased call burden that our nurses have had to cover because of vacant positions after the reorganization and layoffs. We will also be discussing solutions to address the technology challenges our members continue to face.

<table>
<thead>
<tr>
<th>Contract Article</th>
<th>ONA proposals</th>
<th>SHHCS Proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article 3 Employee Definitions</td>
<td>Article 3.3-Clarification of coordinator language and expanding it to include additional titles and positions that were created since the last round of negotiations. Including patient care coordinators, client community coordinators, community liaisons, and CQI coordinators.</td>
<td></td>
</tr>
<tr>
<td>Article 3.6.2-Creating two tiers of increased per diem differentials</td>
<td>1st-8th years = 15%, 9th year on = 20%</td>
<td></td>
</tr>
</tbody>
</table>

Continued on page 2
### Negotiations are Underway

**Article 13 Filling of Vacancies**
Modification of the filling of vacancies for coordinators to include the expanded definition of article 3.3.

**Article 14 Workforce Reductions, Low Census and Reorganizations**
Improved language around reorganizations and layoffs. Including increased rights to impacted nurses and increased length of notifications.

**Article 16 Professional Development**
- **Article 16.3- Educational Hours and Expenses** - Increase in paid educational hours from 500 to 750 hours.
  - **Article 16.3.1- Procedure and Program Guidelines** - Clarification and time parameters added. ONA proposed that the agency would respond to a nurse’s education days request within 14 days of receipt of the request. Also, if a nurse does not receive a response to their education day request within 14 days and they are later approved and had taken PTO to secure the time off, the nurse would be able rescind the PTO request.
  - **NEW 16.3.4. Reimbursement for Educational Expenses.** Proposal to give a nurse 90 days to submit educational expense for reimbursement and would give the agency 14 days to reimburse a nurse for those approved expenses.

**Article 17 Professional Nursing Care Committee**
- **Article 17.3- Composition.** Proposal to expand the PNCC from up to 5 to up to 6 members.
  - **Article 17.4- Committee Meetings.** Proposed to expand the hours for the PNCC committees work from 30 hours a calendar quarter to 20 hours a month.
  - **NEW Article 17.6 – Committee Invitations.** Clarifying collaborative relationship with the PNCC and Agency Director and
  - **Article 17.7- (currently 17.6)** Proposed that the PNCC would hold an annual training to train ONA represented nurses on SRDF’s (ONA Staffing Request and Documentation Form)

**Appendix J Workplace Violence Prevention**
ONA proposed an interdisciplinary workplace violence and prevention committee for Home Care Services and two seats on the PeaceHealth Oregon Workplace Violence committee.

**Counter proposal Article 17.3- agreeing to expand the PNCC to 6 members.**
**Counter proposal Article 17.4- increasing the PNCC hours to 12 hours a month (an increase of 2 hours a month from existing contract language.**
**Agreed to ONA proposed changes on 17.6 and 17.7.**
Show of SupportBoostsONA Team

Thank you to all the nurses that stopped by to support these negotiations! Having caregivers present during negotiations is important to support the ONA negotiations team and to let administration know that nurses are paying attention.

CAT Corner

The last contract action team (CAT) team meeting occurred on Tuesday, Jan. 29; thank you to all of you that were able to attend. The CAT members are asking their colleagues to sign up for text message updates for bargaining updates, submit personal emails for ONA communications and to attend bargaining update meetings. The CAT members 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 CAT, please reach out to ONA Labor Representative Stanley Young by email at Young@OregonRN.org.

Get ONA Text Updates at Sacred Heart Medical Center

Stay up-to-date on your ONA contract negotiations, bargaining actions, events, and meetings at PeaceHealth Sacred Heart Medical Center (SHMC) and Sacred Heart Home Care Services with ONA text messages.

ONA text messages offer limited, timely updates on what’s happening in your bargaining unit. Follow the instructions below to sign up and stay informed.

To receive ONA text messages, for SHMC text ONASHMC and for SHHCS text ONASHHCS to 43506. You can opt-out at any time by texting STOP to 43506.

Frequency varies by user/month. Message & data rates may apply

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
- March 1  TBD
- March 8  Riverbend 200EB
- March 11  Riverbend 200EB
- March 22  Riverbend 200CD

**Sacred Heart Home Care Service** – all sessions scheduled to be held in the Support Services Building, Cusack Room, 4th floor.
- February 11
- March 7
PTO Donations
Help your Team

ONA-SHMC and SHHCS nurses can donate their unused paid time off (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 below. Contact ONA 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.