The Oregon Nurses Association Sacred Heart Medical Center and Home Care Service (ONA-SHMC & SHHCS) bargaining teams met with administration on Feb. 7 and 8 and exchanged several proposals.

The ONA-SHMC team proposed several improvements to the health insurance benefit including reducing the threshold to qualify for full-time premium contribution from 64 hours a pay period to 60 hours. This was a high priority that members identified in the pre-negotiations survey due to the increase in 12-hour shifts. In addition, they proposed that new employees become eligible for insurance on the first day of the month following the month they are hired. The team also proposed that PeaceHealth increase their contribution to nurses’ Health Savings Account (HSA) by $400 a year for nurses that participate in the account-based health plan (ABHP) high-deductible plan and that open enrollment be increased to a minimum of 30 days.

On wages, ONA-SHMC proposes a 6 percent increase in the wage scale for the duration of the contract as well as the addition of a new top step. Your team also proposed that nurses move through Step 1–10 on an annual basis and through Steps 11-17 every two years. The proposal also includes increases in most of the differentials while converting them from a flat dollar amount to a percentage base of Step 1 to keep up with the annual increase in wages.

The ONA-SHMC team believes these and the other proposals they have put forth represent important priorities for members based on survey results and input received throughout the past two years.

The team is still working on more proposals including proposals to improve nurses’ ability to get their meal and break periods, addressing concerns regarding floating and preserving 8-hour shifts.

The Medical Center finally put some substantive proposals on the table during these sessions. Unfortunately, their proposals were very disappointing and revealed an apparent lack of recognition on how nurses have been feeling in the wake of the RiverBend re-organization that occurred over the summer - particularly the charge nurses who were forced into 12-hour shifts at RiverBend.

The Medical Center is proposing that all nurses holding charge nurse positions must obtain their Bachelor of Nursing (BSN) within 24 months of ratification of this contract. This proposal also would require that any nurse hired into a charge nurse position after ratification of the contract must have a BSN by June 30, 2021 and after that date only BSN candidates may apply for charge nurse positions.

The ONA-SHMC team asked for data on how many charge nurses currently hold a BSN. The administration team was able to provide data for RiverBend charge nurses and currently, only 22 percent hold a BSN. They did not have information on University District charge nurses.

In addition to this major change for charge nurses, the Medical Center proposed eliminating the different per
NICU Transport Team Presentation at Negotiations

Members of the Neonatal Intensive Care Unit (NICU) transportation team gave an emotional presentation to the Medical Center team at Friday’s negotiation’s session. Led by Maren Lee, the team offered a glimpse into the often tense and challenging work they do providing care to critically ill infants sometimes while traveling in the back of an ambulance driving through mountain passes in all sort of weather conditions. These nurses came to speak to the ONA-SHMC proposal to provide the transport team nurses with a 7 percent differential on all hours worked in addition to the current $150 stipend they receive when on transport duties. They shared how physicians at other hospitals look to them for guidance when they arrive to transport an infant and that their skills are sought out on the NICU on a routine basis. Members of both teams were deeply moved by the stories Maren shared of families looking to them to provide every chance for their child to have a positive outcome and how they proudly represent Sacred Heart in the community they serve. Thank you to these nurses for coming to share their important work with the teams and for the work they do for families throughout the region whenever there is a need for their critical services.

Bargaining Update Meetings

Come by and get an update on the current contract negotiations. Share your thoughts on draft proposals and what has been put on the table so far. We have added more dates and extended the date for new proposals to be put forward to Feb. 19.

We will be holding sessions at RiverBend and University District for the Medical Center proposals and at Home Care Services for Home Care proposals.

Feb. 12 at RiverBend
7:30– 9:00 a.m.
Room 12A
12:00 – 1:30 p.m.
Room 71A
2:30– 4:00 p.m.
Room 71A

Feb. 13 at University District
Physicians and Surgeons Building S130
7:30 – 9:00 a.m.
12:00 – 1:30 p.m.
2:30 – 4:00 p.m.

Feb. 13 at Home Care Services
Juanita Fix Conference Room
4:30 – 6:00 p.m.

Thank You to OHVI5 Nurses for the Great Food!
Nurses from OHVI5 provided a delicious lunch from Hawaiian Time to the ONA-SHMC negotiations team on Thursday Feb. 7. Thank you to Rati Bainum, Alicia Wooten-Barten and Hanna Tallman for your contribution to the team’s morale and tummies!

We still have dates open for other units to provide lunch – Mar. 15 & Mar. 22. Contact Stanley Young (Young@OregonRN.org) if you want to sign your unit up to support the team in this way.

Negociation Dates and Locations

Sacred Heart Medical Center
♦ NEW DATE Feb. 18
12:30 – 5:00 p.m.
(location TBD)
♦ NEW DATE Feb. 19
12:30 – 5:00 p.m.
(location TBD)
♦ Mar. 1
10:00 – 5:00 p.m.
RiverBend 200CD
♦ Mar. 8
10:00 – 5:00 p.m.
RiverBend 200EB
♦ Mar. 11
10:00 – 5:00 p.m.
RiverBend 200EB
♦ NEW DATE Mar. 15
10:00 – 5:00 p.m.

Sacred Heart Home Care Service – all sessions scheduled to be held in the Support Services Building, Cusack Room, 4th floor.
Monday, Feb. 11
Thursday, Mar. 7

Please plan to come by to obverse negotiations and show support for your bargaining team. Your presence in the room makes a real difference!
Proposals

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diem classifications and having only one with a $6.00 differential. This per diem would be expected to meet the following requirements: be available to work a minimum of 12 shifts per designated period (three cycles) of which three (3) shall be a weekend shift and one major holiday. Other Medical Center proposals would make changes to how disciplines, personnel records and suspensions are handled.

They also proposed removing the current language that provides details on various types of leave that nurses can use such as Family Medical leave (FMLA) and Military leave and replacing it with a reference to Medical Center leave policies which they note will be “amended from time to time” in several places. On a more positive note the Medical Center team did offer a counter proposal on the workplace violence committee which included some of the ideas that were reflected in the ONA team’s proposal including providing 90-minutes of paid time for nurses serving on the committee to prepare for committee meetings and participate on subcommittees.

The other ideas that ONA-SHMC proposed were not addressed in management’s proposal. They prefer to have those items incorporated into a committee charter and not have contractual obligations for staff nurse involvement in developing workplace violence prevention training.

Your negotiations team will be pushing back on the highly disappointing proposal on charge nurses as well as the per diem requirements. They will be looking to members to show up to speak to the administration team about the negative impacts of their proposals as well as to advocate for the positive proposals that ONA-SHMC have offered. With the support and engagement of members they are confident they can achieve a fair contract that nurses can be proud of.

For a summary of the proposals on the table so far check out the Chart of Proposals [Click Here] or go to www.oregonrn.org/86 (for SHHCS) go to www.oregonrn.org/85 and follow the link.

Winter Incentive Payroll Error Fix Still in Progress

Many nurses who worked the winter incentive shifts were incorrectly shorted pay on their differentials. Human Resources is continuing to work on sending out the corrected pay which nurses should start receiving soon. All payroll errors should be corrected by the Mar. 8 payroll according to Marie Stehmer, human resources director for the Oregon region.

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.

Wear Black Friday a Big Success – More Scrubs on the Way!

Nurses throughout both RiverBend and University District hospitals were decked out in their black ONA-branded scrubs for the first Wear Black Friday action on Feb. 8. Even nurses in the OR and other Surgical Services units were able to participate by wearing black scrub hats! There were also plenty of “Workers United for Quality Care” stickers worn by hospitalists, CNA’s and others supporting nurses in the building. Thank you to everyone who helped get the word out about the scrubs and helped distribute them on Tuesday and Wednesday. It was truly a team effort to get almost 700 scrubs distributed to both campuses and Home Care. We are ordering more scrubs in small, medium and 2X for those who didn’t get the size you wanted. We expect those to be ready the last week of February. We will spread the word when they are ready to distribute.

In the meantime, nurses are encouraged to wear black scrubs every Friday until we get a fair contract.
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.