The Oregon Nurses Association Sacred Heart Home Care Services (ONA-SHHCS) bargaining team met with administration on Monday, Feb. 11, 2019 and exchanged several proposals.

In response to our member’s concerns around call burden, the ONA-SHHCS team proposed improvements to Article 9 (compensation). The team proposed improved language around compensation for extra shifts (CES) adding language that this incentive would be offered to nurses to pick up additional shifts prior to initiating the hot seat process. This incentive would be at a rate of $24 per hour in addition to call pay of $5 per hour and time and one-half for all hours worked on such shift.

For nurses working call-back, the team also proposed that a nurse working on-call that was called to make one or more home visits would be paid a minimum of three hours, which is an increase from the current two-hour minimum. For Article 9.7 (telephone consultation), the team proposed that a nurse be paid a minimum of one-hour or the greater time for providing these services while on call. The team also added a limit to the contract (consistent with the current approved call guidelines) that no nurse shall be required to work more than eight hours of call per pay period but may volunteer for additional call.

Other improvements proposed to Article 9 were enhancements to the credit for prior experience language to help with recruitment. The team also proposed double time pay for working a holiday, increases to the differential rates for coordinators, increased evening and night shift differentials, increased weekend differential, increased preceptor pay, increased call pay for call on holidays and increased certification and advanced degree pay. In response to our members concerns about workplace safety, the team proposed AAA coverage for all nurses required to use their automobiles while on duty. This is in addition to the workplace violence prevention and safety language that the team proposed on Jan. 30, 2019.

Your ONA-SHHCS team proposed a new appendix to create a clinical ladder program modeled on the Medical Center’s Professional Nurse Advancement Program (PNAP). This new program at SHHCS would provide opportunities for additional compensation for program participants of between $2.50 - $5.50 an hour.

These are all in addition to the proposals made by the joint ONA-SHMC/SHHCS team on Feb. 7 and

Continued on page 2
Feb. 8, 2019. The team is still working on more proposals, including proposals to address technology concerns, evening and night shift positions, numbers of nurses that can take paid time off (PTO) and strengthening the Staffing Taskforce.

SHHCS finally put some proposals on the table. Unfortunately, some of them were disappointing. One of the most concerning proposals, similar to the charge nurse proposal at the Medical Center, was a proposal that Patient Care Coordinators would have to obtain their BSN within 24 months of the date of ratification of this contract and that all new Patient Care Coordinators would have until June 30, 2021 to obtain their advanced degree. SHHCS states that only three of the Patient Care Coordinators currently have their advanced degree.

In Article 3 (employee definitions) SHHCS proposed a change in the definition of a full-time nurse to 36 from 40 hours to help nurses with student loan forgiveness programs. They also proposed significant changes to the per diem language with what will be a reduction in pay for most per diems. They have proposed a single tier for per diems with a flat rate differential of $6 an hour. They also proposed changes to the noncompliance language that could negatively impact some per diems and SHHCS proposed changes to Appendix G for per diem nurses in secondary positions that would increase their work requirements and decrease their contractual protections around leaves of absence.

Other SHHCS 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 leaves that nurses can use such as family medical leave and military leave.

In response to ONA’s proposal around nurse involvement in workplace safety and violence prevention, SHHCS proposed additions to Article 20 (general provisions) to address workplace violence. This included a seat for a SHHCS nurse on the PeaceHealth Oregon Workplace Violence Prevention Committee in addition to a committee at SHHCS to address workplace violence and prevention issues unique to home care services. This proposal lacks some of the important elements of our team’s proposal including nurse involvement in developing training programs.

SHHCS also proposed the elimination of the appendices for the home care and hospice on-call positions since they were eliminated in the recent lay-off and reorganization.

Your negotiation team will be pushing back on the highly disappointing proposal on Patient Care Coordinators as well as the changes to the per diem language. 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-SHHCS team has 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 SHHCS and joint SHHCS/SHMC proposals on the table so far, please go to your bargaining unit webpage and open the SHMC/SHHCS Bargaining Tracker link, www.oregonrn.org/85.
ONA BU LEADERSHIP CONFERENCE

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton in downtown Portland.

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Who Should Attend
Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration
Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon

Negotiation 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)
- March 1
  10:00 – 5:00 p.m. RiverBend 200CD
- March 8
  10:00 – 5:00 p.m. RiverBend 200EB
- March 11
  10:00 – 5:00 p.m. RiverBend 200EB
- NEW DATE March 15
  10:00 – 5:00 p.m. (location TBD)

Sacred Heart Home Care Service – all sessions scheduled to be held in the Support Services Building, Cusack Room, 4th floor.
- NEW DATE, March 4
  12 - 5 p.m.
- Thursday, March 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!

Get ONA Text Updates at Sacred Heart Home Care Services

Stay up-to-date on your ONA contract negotiations, bargaining actions, events, and meetings at PeaceHealth 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 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
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
3. **Bad Email:** ONA has an incorrect or outdated email on file.
4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.