The Oregon Nurses Association Sacred Heart Medical Center and Home Care Service (ONA-SHMC & SHHCS) bargaining teams met with administration on Feb. 18 and 19 with all proposals having been exchanged.

**Major proposed changes**

PeaceHealth administration has proposed eliminating all education dollars for professional development completely from the contract and replacing it with 24 hours of paid time per nurse a year to attend classes and conferences for regular staff and 12 hours for per diems. This would apply to both bargaining units. This proposal represents a major restructuring of ONA education funds and hours and would eliminate one of the major roles of the PNCC.

ONA’s proposal on education funds was to increase the amount for SHMC nurses from $220,000 to $275,000 while maintaining the number of hours at 1,300 hours. For Home Care, ONA proposed an increase in paid educational hours from 500 to 750 hours with no increase in the amount of funds. PeaceHealth administration framed this dramatic change as a generous contribution to nurses. This indicates their lack of understanding that the cost of continuing education programs has increased dramatically over the years and not every individual nurse will be able or want to use the allotment of hours they have proposed. Our members have told us they can’t get the time off now and don’t see how all nurses would be able to get approved for this time in the near future. Your bargaining team believes this proposal is a net negative for nurses not a net gain.

PeaceHealth administration also proposed eliminating the ONA Tuition Reimbursement funds which has given nurses approximately $2,250 per nurse to use toward their advanced degrees. This is at the same time that they propose requiring Charge Nurses to have a BSN within 2 years of ratification of the contract!

On wages, PeaceHealth proposed a four-year contract with a 1.5 percent wage increase each year as their starting proposal on wages. They have also proposed lowering the cap on your PTO bank as they did in 2016. For Surgical Services, PeaceHealth is proposing to eliminate the 15-year service exemption from call for any nurses who aren’t currently exempt. They also proposed that they no longer need to request an exemption to the current 4-month notice required for mandatory training when they determine a training is needed to meet a regulatory emergency.

ONA made several proposals addressing nurses’ priorities. These include a requirement that the SHMC retain at least 30 percent of shifts as 8, 9, or 10-hour shifts across all units with few exceptions; inserting language into Article 8 that is the same as that contained in the Oregon Hospital Nurse Staffing Law which states “The Medical Center must maintain each unit’s staffing plan at all times throughout the shift.
Negotiations Continue with All Proposals on The Table

including during meal and rest break coverage; a provision that a nurse be paid 1.5 times their regular rate of pay for a 15-minute increment if they do not receive an uninterrupted rest period; language that would provide for meal/break relief nurse hours based on demonstrated need on the unit/shift as determined by the unit based council (UBC) as well as language clearly stating that charge nurses shall not be used to cover meal/breaks; limiting to once per shift the ability of the SHMC to float a nurse off a unit; $16.00 hour tier 3 call pay to acknowledge the great burden represented by taking this amount of call.

For details on all of these proposals go to: www.oregonrn.org/86 to view the bargaining tracker document.

Your Home Care bargaining team proposed language to strengthen the Staffing Task Force; ensure that nurses can take the next day off if needed after taking call; increase the number of nurses that can be out on PTO; and ensure that there will be no mandatory floating to Peace Harbor.

For details on all of these proposals go to: www.oregonrn.org/85 to view the bargaining tracker document.

The bargaining team will be reaching out to nurses over the next two weeks to get your feedback on both PeaceHealth’s and ONA’s proposals (see information about bargaining update meetings below). Now that both sides have put all of their proposals forward, the next sessions will involve each party responding to the other’s proposals. Nurse input will be important to helping the team decide how best to respond and what to prioritize as the process moves forward. In addition, there will be opportunities for nurses to speak at negotiations on particular proposals that affect them or their colleagues.

Your bargaining team did not give a formal response to the PeaceHealth’s proposals at these sessions, but they did communicate their deep disappointment at the proposal to eliminate education funds which they felt was drastic and unwarranted. Keep an eye out for ways you can get involved with the campaign to help push back on this and other disappointing proposals and support the positive work of your bargaining team.

Upcoming Bargaining Update Meetings

| March 6 – RiverBend  
3:45 – 5:30 p.m.  
7:30 – 9:00 p.m.  
Room TBD | March 13 – University District Support Service Building  
7:30 – 9:00 a.m., 1:00 -2:30 p.m. & 3:30 – 5:00 p.m.  
Cascade Room | March 14 – RiverBend  
7:30 – 9:00 a.m. Room 61A  
1:00 – 2:30 p.m. Room 22Y (Dining Room)  
3:30 – 4:00 p.m. Room 22Y |

Negotiation Dates and Locations

**Sacred Heart Medical Center**
- **March 1**
  10:00 a.m. – 5:00 p.m. RiverBend 200CD
- **March 8**
  10:00 a.m. – 5:00 p.m. RiverBend 200EB
- **March 11**
  10:00 a.m. – 5:00 p.m. RiverBend 200EB
- **March 15**
  10:00 a.m. – 5:00 p.m. (location TBD)
- **March 22**
  10:00 a.m. – 5:00 p.m. RiverBend 200CD

**Sacred Heart Home Care Service**
- all sessions scheduled to be held in the Support Services Building, Cusack Room, 4th floor.
- **March 4**
  12:00 – 5:00 p.m.
- **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!
Grievance Win for University District Medical Nurses!

Nurses from University District (UD) Medical became concerned with the unilateral change to their unit staffing matrix that took place last summer. The change implemented a new staffing matrix with reductions in staffing at multiple census points and was implemented without going through the contractual process. UD medical nurses filed an Association grievance on behalf of the unit over the change. Nurse representatives Michelle Correll, Khrystal Berry, & Michele Apicella and ONA labor representative Laura Lay met with management about the grievance to discuss the contract violation. We prevailed on the grievance and management agreed to revert to the previous staffing levels and to follow the contract language going forward for changes to the matrix and staffing plan!

Congratulations to the UD Medical nurses for standing up and enforcing the contract language and advocating for themselves and their patients!

Advanced Degree Differentials

There are a variety of reasons for this error. One reason is nurses are unfamiliar with how to read their paychecks. Some nurses are unaware that the advanced degree differential should show as a separate line item on the paystub. The differential is not part the base pay. See examples left and below of checks with and without the advanced degree differential. Please take a moment to review your paystub to be sure that you are being paid correctly!

Please let us know if you are having or have had a problem with your advanced degree differential. Contact Laura Lay at Lay@Oregonrn.org.

Get to Know the Language and The Law!

It is important to know what your staffing plan says about how your unit should be staffed and what the contract and the law say about changes to the staffing plan and matrices.

Take some time to look at and become familiar with Article 18 in your contract and the Oregon Hospital Nurse Staffing Law. What does this mean for you and your unit? The staffing plan including the matrix cannot be changed without going through your UBC, put out for a vote, and then approved by the nurse staffing committee.

Do you have questions about your staffing plan or proposed changes? Reach out to your staffing committee representative for your unit!
Show Your Love for Your Bargaining Team: Make A PTO Donation

Valentine’s Day may have just passed but you can still show some love for your hard-working bargaining team. These nurses have volunteered to represent you at the table and are taking time off from work to this important work. Show support for your bargaining team by donating some of your unused Paid-Time-Off (PTO.)

If this is something you are able to do please take a moment to fill out and fax the form below directly to “Attn: Claire Syrett” at (503) 293-0013 or online PTO Donation Form with your donation to the team. Thank you!

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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.

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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.