Show Your Solidarity and Support for A Fair Contract

Join your co-workers for a 15 minute “solidarity” break on Friday, March 8 at 9:45 am in the RiverBend lobby. Join us during your break, before your shift, or if you are off that day.

Make sure you wear black scrubs to continue our “wear black until we get a fair contract ” action.

We will march up to room 200EB at 10 a.m. to start negotiations that day. Please stay as long as you can, come back on your lunch break, or pm break. We will be in negotiations that entire day.

Solidarity Break
Friday, March 8
9:45 a.m.
RiverBend Lobby

Negotiations Continue with No New Tentative Agreements

The Oregon Nurses Association Sacred Heart Medical Center and Home Care Services (ONA-SHMC/SHHCS) negotiations continued with Sacred Heart administration on Friday March 1 with no new tentative agreements (TA) reached.

Responding to your ONA team’s proposal to lower the hours a nurse needs to work to qualify for the lower premium cost, SHMC said no because they are not able to make any changes because it’s a PeaceHealth system policy. This was not a very compelling reason since many PeaceHealth employees are not shift workers and do not have to meet this threshold and reducing the qualify threshold for nurses at one facility would have no effect on any other part of the insurance plan.

The ONA executive committee had made it very clear to administration that lowering the hours worked to 60 hours a pay period to get the lower premium cost was a major priority for our members in the wake of the 12-hour shift reorganization that occurred over the summer. Nurses who chose, or in the case of charge nurses, were forced, to move to 12-hour shifts typically moved from working 36 to working 30 hours a week. This forced them into the higher premium category as well as cutting their hours. To receive the excuse that “the
system” keeps them from changing the qualifying hours to accommodate those nurses is more than disappointing. It makes members feel as if their voices have not been heard or listened to in the aftermath of that contentious reorganization.

SHMC rejected all of your bargaining team’s proposals on improvements to health insurance except for agreeing to see if they could increase the life insurance coverage for the neonatal intensive care transport team. Their lead negotiator also indicated a willingness to consider having human resources support available during the health insurance open enrollment period but did not put that in a formal counter-proposal on Friday.

Your bargaining team responded to SHMC per diem proposal agreeing to remove the per diem II option and proposing a single per diem category with a 20 percent differential while also maintaining the per diem no differential option. Your bargaining team also proposed a retiring nurse option for qualifying nurses to move to per diem without having to have a position posted. We think our proposals will help keep quality experienced nurses working in the hospital and ensure better staffing.

SHMC was not able to explain how their proposal of a $6.00 differential and only one type of per diem would help with staffing as they have claimed. They only responded that the differential proposed was a starting place for negotiations on this issue. This opening position of a $6 differential represents a pay cut for the majority of per diems currently working at the hospital.

SHMC accepted only a portion of your bargaining team’s proposal to bring the Professional Nurse Advancement Program (PNAP) into the contract with differentials closer.

SHMC/SHHCS Upcoming Bargaining Update Meetings

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Time</th>
<th>Room or Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 6</td>
<td>RiverBend</td>
<td>3:30 – 5:30 p.m.</td>
<td>Room 200CD</td>
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<tr>
<td>March 7</td>
<td>RiverBend</td>
<td>10:00 a.m. – 5:00 p.m.</td>
<td>Room 61A</td>
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<tr>
<td>March 13</td>
<td>University District Support Service Building</td>
<td>7:30 – 9:00 a.m., 12:00 -1:30 p.m. &amp; 2:30 – 4:00 p.m.</td>
<td>Cascade Room</td>
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<tr>
<td>March 14</td>
<td>RiverBend</td>
<td>7:30 – 9:00 a.m. Room 61A</td>
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<tr>
<td>March 15</td>
<td>RiverBend</td>
<td>10:00 a.m. – 5:00 p.m. (location TBD)</td>
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<tr>
<td>March 16</td>
<td>RiverBend</td>
<td>10:00 a.m. – 5:00 p.m.</td>
<td>Room 22Y</td>
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Sacred Heart Home Care Service

March 13 – Home Care Services  4:30 – 6:00 pm  Juanita Fix Room

Negotiation Dates and Locations

Sacred Heart Medical Center

- March 8
  10:00 a.m. – 5:00 p.m. RiverBend 200EB
- March 11
  10:00 a.m. – 5:00 p.m. RiverBend 200All
- March 15
  10:00 a.m. – 5:00 p.m. (location 200EB)
- NEW DATE! March 20
  10:00 a.m. – 5:00 p.m. (location TBD)
- March 22
  10:00 a.m. – 5:00 p.m. RiverBend 200EB
- NEW DATE! April 5
  10:00 a.m. – 5:00 p.m. (location TBD)

All sessions scheduled to be held in the Support Services Building, Cusack Room, 4th floor.

- March 7
  10:00 a.m. – 5:00 p.m.

Please plan to come by to observe negotiations and show support for your bargaining team. Your presence in the room makes a real difference!
Negotiations Continue with No New Tentative Agreements  continued from page 2

to what other PNAPs in Oregon provide. They prefer to keep the differentials at their current rate which your team believes is a disservice to nurses in the program. Their rationale was that this is a new program and they don’t want to make changes yet. On the ONA team’s proposal for providing loan forgiveness to all Sacred Heart nurses, SHMC again cited the “system” nature of this program saying they couldn’t make changes for one bargaining unit.

Your bargaining team mentioned that there is a program for new hires that ONA has asked for details on but has yet to receive. SHMC bargaining team responded that they would work to get that information to your team.

Other topics discussed were proposals related to human resource matters including how suspensions are handled and ONA’s proposals to clarify inclusion of non-nurse staff members when voting on staffing plans. SHMC would not agree to ONA proposals on these items at this point.

The contract is set to expire on March 15 and both teams expect negotiations to run past this date. New negotiation dates were added to the schedule: March 20 and April 5 (see page 2 for full schedule) It is unknown at this time if we will agree to extend the contract or allow it to expire. Now is the time for members to start showing up to observe negotiations and witness administration’s responses to your bargaining team’s proposals. Your team is advocating for things that our members have said are their priorities. Your presence can make a huge difference in how they respond and move these negotiations towards a positive outcome.

The Professional Nursing Care Committees Respond to PeaceHealth Proposals

The Sacred Heart Medical Center and Sacred Heart Home Care Services Professional Nursing Care Committees (SHMC/SHHCS PNCC) offer our response to the Sacred Heart Medical Center and Sacred Heart Home Care Services ONA contract changes proposed during the Feb. 19, 2019 negotiation session regarding the allocation of our professional development and educational funds and tuition reimbursement funds.

As the PNCC, we have a duty to coordinate and uphold constructive collaboration with PeaceHealth administration regarding issues surrounding safe patient care, professional nursing practices and professional nursing development.

Per our ONA contract, the PNCC acts as part of the checks-and-balance system to SHMC/SHHCS to ensure our agreed upon educational and tuition reimbursement funds are being allocated, disbursed, and used fairly.

We believe it is especially important for the PNCC to address the issues and concerns surrounding these proposed changes. We would also like to offer our professional recommendations and rationale in support of continuing our current system rather than completely reinventing the wheel.

The administration’s proposal includes an elimination of our pooled educational funds and hours — which currently consists of 1,300 paid education days and $220,000 related expense funds provided for SHMC nurses and the 500 paid education days and $24,000 related expense funds provided for SHHC nurses per fiscal year — and instead proposed
24 total paid education hours per each FTE nurse or 12 total paid education hours per each per diem nurse per fiscal year with no pooled funds for related expenses.

These proposed education hours will be “use it or lose it” and therefore cannot roll-over into the next fiscal year and they cannot be voluntarily donated between nurses. The proposal on tuition reimbursement includes a complete elimination of the current pooled amounts of $75,000 for SHMC and $24,000 for SHHCS tuition reimbursement funds per fiscal year and are instead offering no tuition reimbursement funds.

We believe the administration’s proposal of providing a maximum amount of only 12 – 24 hours of paid education hours for each nurse will not be enough by itself and may cause several financial limitations and overall discouragement for many of our nurses to pursue important or high-quality professional nursing development conferences and educational opportunities.

These limitations will be due to having already maxed out their educational hours for the fiscal year, or due to the lack of a pooled fund for financial assistance of any related expenditures. These expenditures often include overnight accommodations, car mileage, course books or materials and registration fees which can cost hundreds of dollars to attend. As for the proposal to eliminate the tuition reimbursement funds, we believe that will cause a significant decrease in the number of our nurses willing to go back to school to work towards their BSN or other higher degrees due to the expensive tuition costs of local and online BSN or MSN programs that are available.

Given SHMC’s current goals to achieve Pathway to Excellence and eventually Magnet status — which also includes the goal of increasing our percentage of nurses with a BSN degree or higher — we believe these proposals are ultimately counterintuitive and misaligned with the core values that SHMC/SHHCS, along with the Pathway to Excellence and the Magnet recognition programs, all represent. The American Nurses Credentialing Center describes Magnet status core values as: “…nursing excellence, with contented staff at its core. Optimum job satisfaction results in lower nurse attrition and an improved patient experience…Magnet-recognized organizations embody a collaborative culture…supported by steadfast investment in nursing education and development, ensuring that nurses are supported in their chosen career path. Interprofessional collaborative practice is nurtured, with a focus on mutual respect, autonomy, and shared values.”

Elimination of the pooled funds for related educational expenditures, the general pooled educational funds, and the tuition reimbursement funds would likely result in the Medical Center and Home Care Services experiencing a decrease in nurse job satisfaction, less nurse retention and workplace loyalty, decrease in percentage of nurses obtaining BSN degrees, decrease in nurses achieving or maintaining their PNAP, and an overall decrease in interest for pursuing career or leadership advancements.

As the PNCC, we strongly recommend that PeaceHealth administration reconsider these proposals as they unfortunately do not align with the core values of a collaborative organization that is working towards excellence. Instead, we respectfully recommend maintaining our current funds amounts and allocation systems and would like to invite PeaceHealth to work collaboratively with us on improving our current system. Improvements should include providing better education and consistent communication with all of our nurses and nursing units regarding the process of accessing the educational and tuition reimbursement funds.

In closing, we hope PeaceHealth administration decides to continue investing in our nursing education, professional development opportunities and career advancements in the current fashion, which we believe will ultimately nurture a strong culture of professional nursing and the pathway to achieving organizational excellence.

Sincerely,
The Sacred Heart Medical Center and Sacred Heart Home Care Services Professional Nursing Care Committees
Show Your Love for Your Bargaining Team: Make A PTO Donation

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!

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.
ONA BARGAINING UNIT LEADERSHIP CONFERENCE

April 10-11, 2019, Portland, OR

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 and Executive Towers in downtown Portland.

- Use concerted actions to solve problems
- Build strength with issue-based organizing
- Identify and develop new nurse leaders

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