Your Oregon Nurses Association-Sacred Heart Medical Center and Home Care Services (ONA-SHMC and SHHCS) bargaining teams meet with PeaceHealth administration on March 15, 20 and 22 to continue negotiations.

Over two dozen nurses attended the morning bargaining session on Friday, March 15, many offering testimonies regarding administration’s proposal to require charge nurses to obtain a Bachelor of Nursing (BSN) by 2021 and their proposal to eliminate ONA contracted education and tuition funds.

Seven nurses spoke about PeaceHealth’s proposal to require all change nurses to obtain their Bachelor of Nursing by 2021 in front of both negotiation teams and several nurse observers. Wearing their “Value Our Experience” stickers they shared how the PeaceHealth proposal made them feel that the hospital didn’t value the experience and skills they have developed through years of bedside nursing.

Two members of the ONA negotiation team also shared their perspective on this proposal and team members read an additional five statements sent by nurses who could not come in person. Charge nurses with and without their BSN shared their view that holding a BSN did not make them a better charge nurse.

Autumn Christopherson of Mom/Baby who is in the process of earning her BSN believes that her Advanced Degree in Nursing (ADN) has contributed more to her nursing skills than her BSN will. A number of nurses spoke to the fact that specialty and advanced certifications were much more valuable in advancing their practice than a BSN would be.

Robin Kenworthy, a pediatric nurse, offered a moving example where her advanced certification allowed her to accurately diagnose a pediatric patient and ensure swift treatment was provided to her patient, something she might not have been able to do prior to earning the certification.

Carol Elliot, a Labor and Delivery charge nurse with over 20 years’ experience shared that this requirement would push her out of her position causing the unit to lose the valuable experience she has to offer. At the end of the presentation Chief Nursing Officer Heather Wall thanked everyone for the “thoughtful statements” they had offered her team.

Later in the day several Surgical Service nurses shared their view that the current 15-year exemption on taking call was a real incentive that made a difference in their choosing to work at Sacred Heart over other employers. Both Lisa Diriwachter (PACU) and Kelli Spangler (Main OR) reminded the PeaceHealth team that the current contract provides for a waiving of the exemption if the call...
Sacred Heart Medical Center (SHMC) and Sacred Heart Home Care Services (SHHCS)

Nurses’ Voices Help Teams Make Progress  
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burden rises above 32 hours in a cycle.

Mary Mahaffey warned that there were nurses approaching their 15-years of service who were considering leaving if this proposal were to pass.

During the negotiation session on March 20 the PeaceHealth team withdrew this proposal and also agreed to the ONA team’s proposal to add a Tier 3 call pay at a $16/hr. rate for all hours over 96. This resulted in the teams signing a tentative agreement (TA) on Appendix C once again showing the power of nurses’ voices in these negotiations.

The ONA-SHMC and SHHCS teams were pleased to receive a significantly modified proposal on education and tuition reimbursement funds from Sacred Heart administration at the March 15 session, after hearing the testimony from the nurses about the importance of these funds.

The Sacred Heart team has pulled back their proposal to eliminate those funds from both contracts and have offered education funds for the Medical Center in the amount of $225,000 for 2019, an increase of $20,000 over the current contract, with increased amounts up to $250,000 on July 1, 2022.

For Home Care they are offering status quo which is $24,000 with an increase in hours from 500 to 600.

They are proposing to keep education hours status quo at 1,300 for the Medical Center which matches the ONA team’s proposal.

In addition, they pulled back their proposal to completely eliminate tuition reimbursement funds from the contract and are offering status quo for both contracts. For the Medical Center that would be $75,000 and for Home Care $15,000.

The ONA team has proposed increases in the Medical Center contract $120,000 and to maintain $15,000 for Home Care.

The administration’s team made a counter proposal on workplace violence prevention that moved much closer to your ONA team’s proposal.

They have agreed to have a nurse serve as co-chair of the workplace violence prevention committee which will significantly strengthen nurses’ role on this committee.

In addition, they agreed to ONA’s language requiring annual training for all nurses including of new hires and when a nurse transfers between units as well as language to improve notice to nurses of active situations involving violence or potential threats of violence at the workplace.

At the March 20 session, your team put forward a package proposal connecting ONA proposals on nursing education including the loan forgiveness program, professional nurse advancement program (PNAP), professional development (Article 16) contingent on the PeaceHealth team withdrawing its proposal to require charge nurses and patient care coordinators to hold a BSN.

The PeaceHealth team did not accept the whole package but did accept part of it. They agreed to your team’s proposal on PNAP which would set the differentials at $2.00, $3.00 and $5.00, a significant increase from the current levels.

They did not accept the ONA proposals on Article 16 including your team’s proposal to increase

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 tuition reimbursement funds to $120,000 (down from the $150,000 ONA had proposed originally).

On the loan forgiveness program, which ONA had proposed to be offered to all nurses at Sacred Heart, the PeaceHealth team shared that this program only exists in theory, not in practice, as reimbursement provided through this program has to come out of the budget of the unit in which the nurse works. This effectively means there is no loan forgiveness program at Sacred Heart.

ONA also put forward a counter proposal on wages (Article 9) that accepted some of the administration’s differentials and offered a modified proposal on their 9.4.5 on-call proposal. Your team also offered a counter on Article 3 Employee Definitions related to per diem positions moving closer to having an agreement on this article.

The March 22 session started with both teams learning that the lead negotiator for PeaceHealth was experiencing a medical situation that kept him from being able to join the session that day. However, both teams were still able to exchange proposals and continue the discussion on a number of articles.

The Home Care team had a short session devoted to their issues and both teams met again in the afternoon. The PeaceHealth team modified their proposal on requiring charge nurses and coordinators to hold a BSN. This modified proposal extended the time for current charge nurses and coordinators to earn a BSN from 24 months following ratification to 36 months and included the option for these nurses to earn and maintain a certification relevant to their specialty instead of a BSN. Their proposal would require all new charge nurses to hold a BSN within 12 months of their start date in that role.

The teams have agreed to extend the current contract, which expired on March 15, through April 18. They are planning to meet again on April 5, April 12 and April 18 with the morning of April 5 to be devoted to the Home Care Services contract. Room locations are still to be determined so stay tuned.

Your presence during the negotiations makes a real difference so please plan to come by and observe during these dates if possible.

Delicious Food Helps Keep Your Bargaining Team on Track

We had delicious lunches provided by different units for all three of our recent sessions. Thanks to Float Pool nurses Sarah Claxton and Alissa Titcomb for providing a delicious lunch with a variety of soups and salads on March 15.

On March 20 our lunch was provided by the nurses in Labor and Delivery and on March 22 Bandy and Larry Wilt of ICU brought us pizza and salad donated from Countryside Pizza with Cheryl Jordan providing dessert. The Operating Room nurses are planning to bring lunch April 5. That leaves April 12 and 18 open if you want to show your support for the team.

Contact labor relations representatives Laura Lay (lay@oregonrn.org) or Claire Syrett (syrett@oregonrn.org) if you want to provide the team lunch on one of those days.
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: __________________

Sacred Heart Labor Rep Stanley Young Leaving ONA

Many of you had a chance to meet Stanley Young, ONA labor relations representative, who was part of the Sacred Heart team. Stanley helped launch the contract campaign for negotiations and lead the effort to distribute the ONA-branded black scrubs back in March. Stanley has decided to seek other opportunities outside of ONA. His last day was March 22. Please join us in wishing Stanley all the best wherever he finds himself next. If you need assistance from an ONA labor relations representative please contact Claire Syrett (syrett@orgenrn.org) or Laura Lay (lay@oregonrn.org).

Pooled Education Funds Available April 1st through the Professional Nursing Care Committee (PNCC)

As of April 1, of each year, all funds and education days that have not been approved will be pooled from individual units and be made available to all bargaining unit nurses. The PNCC has allocated a maximum of $1,000 per RN and 24 hours through the pooled funds. For more information you may contact Patty Trachtenberg, PTrachtenberg@peacehealth.org or Angela Miller, AMiller2@peacehealth.org.

ONA BU 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 in downtown Portland.

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

Register today to save your space at the conference!

www.OregonRN.org/event/2019BUCon