Your Oregon Nurses Association Sacred Heart Medical Center and Home Care Services (ONA SHMC/SHHCS) teams met for their 23rd session with PeaceHealth administration on Thursday April 18. This session, as well as the April 17 home care session, resulted in a number of tentative agreements (TA). The ONA team worked hard to respond to the many proposals that administration put on the table at the end of the last session. The ONA team continues to work long hours to move this process to a fair conclusion and ensure the final contract is one a majority of nurses will be happy to support.

Movement toward a final agreement was slowed down by PeaceHealth’s proposal to require Home Care Services coordinators to start taking patients in the field, despite the fact that most of these nurses have not done so in many years. The coordinators showed up to the April 17 Home Care negotiations to share how this proposal would impede their ability to do their core job functions and impact a number of important processes at the agency. The PeaceHealth team’s rationale was that they wanted the coordinators to be more equivalent to charge nurses at the hospital, who they believe routinely take patients, and to help with the staffing challenges the agency is facing. ONA does not support requiring charge nurses to take patients and is opposed to this proposal for the coordinators.

On the Medical Center side, TAs were reached on Article 10 - Paid Time Off (PTO), Article 3 - Employee Definitions, and Article 20 - General Provisions, which now includes detailed language on the Workplace Violence Prevention Committee.

Your ONA team made great strides toward ensuring nurse oversight and input into the education and training that PeaceHealth implements to address workplace violence. A nurse will serve as co-chair of the committee, helping to set agendas and move initiatives forward. There will now be six nurses on the committee with additional representation of one nurse from home care. These nurses will have 90 minutes of paid time per month for a nurses-only meeting, allowing them to prepare their recommendations to the larger committee. In addition, workplace violence prevention shall be incorporated into new employee orientation and provided to every nurse when they change units. This is a major strengthening of nurses’ involvement in addressing workplace violence and will help to ensure that training is relevant to nurses’ working environments.

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Agreement was reached on Article 3 - Employee Definitions with the ONA team reaching important agreements on items affecting per diem positions. The new language provides for two per diem categories – per diem and per diem no differential. For the per diem category, we achieved parity between 8 and 12-hour shifts in terms of the number of shifts they are required to give availability, and agreed on a 15 percent differential with any nurse currently receiving a higher differential grandfathered in at their current rate. Minimum work requirements for per diem no differential nurses will be determined by the UBC with the ability for the nurse and manager to modify them by mutual agreement based on the individual competencies of the nurse.

We also reached an agreement to allow regular nurses who are close to retirement to transition into a per diem position in the same unit and shift that would be posted at their request. The TA on Article 10 - PTO will maintain status quo language for accrual rates and the PTO cap, and bring in the language on core staffing from Appendix B into this article.

Progress was also made at the Home Care negotiations on Wednesday April 17. The teams reached TAs on workplace violence prevention that mirror those of the Medical Center agreement with the addition of establishing a Home Care Service Workplace Violence Prevention Committee comprised of nurses and administration who will provide input on policies and education of workplace violence prevention tailored to the unique needs of home care nurses. Three home care nurses will serve on the committee, which will meet monthly. One of these nurses will serve as a liaison to the larger Workplace Violence Prevention Committee based at Riverbend that provides input for the entire PeaceHealth Oregon network.

The teams also reached agreement on an update to the staffing taskforce memorandum of understanding. Home infusion will be included in the taskforce and will also have a nurse as co-chair. The issue of how technology impacts nurses’ workload will be explicitly included in the work of the task force, which will provide progress reports to the Labor Management Committee and Professional Nurse Practice Committee.

We reached an agreement on Article 10 - PTO and fought back the proposed takeaways on PTO caps while increasing the number of nurses that can be off on PTO based on core staffing.

Proposals were exchanges at both sessions on Article 9 - Compensation/Differentials, Appendix A - Wage Rates, Article 8 - Hours of Work, and Article 14 - Workforce Reductions, Low Census and Reorganizations. Your ONA team is proposing the preservation of at least 30 percent of shifts being 8, 9, or 10-hour shifts on most units. For the Medical Center, ONA proposed for administration to utilize the short shift provisions provided in Appendix G (with some modifications) if they want to begin creating positions that consist of six or four hours, and proposed language that would allow the creation of positions that have shifts of different lengths. Any short shift positions would need to be at least 0.5 FTE in order to ensure these positions qualify for benefits.

The Home Care team proposed new language on short shifts for this contract that mirrored these same provisions.

On compensation, your ONA team is proposing a three year contract with a 4.5 percent increase to the wage scale each year, and an increase on a number of differentials. The Medical Center is still proposing a four year contract with an increase to the wage scale of 2 percent for the first three years.

ONA Education Funds Reimbursement Update

Your ONA team discussed the issues related to the new reimbursement process for conferences, trainings and certifications at the April 12 negotiation session. We shared some examples of communication with PeaceHealth staff to demonstrate how confusing the process is for nurses.

One team member shared that he became so frustrated trying to use the process he decided to pay for his conference out of his own pocket. The PeaceHealth team agreed that the new process was onerous but could not offer any ideas on how it could be improved for nurses using ONA education funds.
Support Your Team by Donating PTO

Your ONA teams have cumulatively put in hundreds of hours in these negotiations – far beyond what is typical. Your team needs your support to help offset the personal financial sacrifice they are making by volunteering for this work. While they receive a small stipend for missed shifts it does not come close to covering their loss.

Please consider donating your unused PTO to your team today. It means more than just the hours donated, it helps your team know that you care about this work they are doing on your behalf. Fill out the form below and fax to ONA, Attn: Claire Syrett at (503) 293-0013 or complete the form online by CLICKING HERE or going your bargaining unit webpage (under the news and updates) at: www.OregonRN.org/page/86

Thank you to those of you who have already made your PTO contribution. The team really appreciates it!

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: __________________

THANK YOU, BARGAINING TEAM!

SAY THANK YOU WITH A PTO DONATION TODAY!
and 2.5 percent for year four. They have also proposed some increases on differentials that meet those proposed by your team. There are two more sessions scheduled with a number of important issues still to be resolved. Besides compensation, the teams still need to address staffing issues around ensuring proper meals and breaks coverage. Your ONA team has put several proposals forward to address this crucial issue. Health benefits are also still unresolved with the administration refusing to make any adjustments in benefits claiming that they are system-based and cannot be altered for one group of workers.

Your team is putting in long hours of hard work as they represent your best interests at the table. Your presence at these meetings makes a big difference, so please come and observe negotiations even if its just on a break! The next session will take place on April 29 and 30 (see details below). The team believes we have a good chance of wrapping up over these two days, but will need your active and visible support to make any gains on those items you have said are most important to you – meals and breaks and health insurance. Negotiations are a team effort, so come out and show your team spirit!

** NEXT BARGAINING SESSIONS: COME AND OBSERVE! **

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<thead>
<tr>
<th>Medical Center and Home Care Services</th>
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<tbody>
<tr>
<td><em><em>Monday April 29, 10 a.m.</em> - adjournment</em>*</td>
<td><strong>Location: Riverbend Room 200 CD</strong></td>
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<tr>
<td><em><em>Tuesday April 30, 10 a.m.</em> - adjournment</em>*</td>
<td><strong>Location: Riverbend Room 12C</strong></td>
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<td>*Start times are subject to change</td>
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More Than 730 Petition Signatures Presented

At the April 12 negotiation session, the ONA team presented copies of the petition that ONA members and supporters have signed. We gathered more than 730 signatures calling on administration to honor the hard work of nurses by providing meals and breaks coverage, education dollars, safe working conditions, improved health benefits, and respect for our charge nurses.

We presented the petitions to Heather Wall, Alicia Beymer, and Wendy Olson (representing University District) at the negotiations table. They didn’t offer any comment or response to the presentation. Thanks to everyone – nurses, CNAs, techs and doctors – who signed the petition. More signatures have arrived since this presentation taking our total to over 760!

Food from Friends Feeds a Hard-Working Bargaining Team

Once again, your bargaining team enjoyed food provided by supportive units and individuals for their recent sessions. Nurses from the operating room provided a delicious meal on April 4, the nurse care managers (RNCM) brought lunch on April 12, and the ICU provided for the team’s meal on April 18. In addition, Audrey Winner of the ICU brought the team breakfast burritos. As a per diem, she doesn’t have PTO to donate but wanted to support the team. Thank you to everyone who has helped feed your bargaining team through their long days and evenings.

With the added negotiation dates, we are looking for folks who want to provide meals for the team for the sessions on April 29 and 30. These sessions will likely go late into the evening, so the team will need both lunch and dinner on those days. If you want to support your negotiation team by providing a meal, please contact ONA labor representative Claire Syrett at Syrett@OregonRN.org.