ONA Pushes on Health Insurance Changes

Your ONA bargaining team met for a second time with PeaceHealth about the changes to health insurance that caused many problems for members at the beginning of the year. While there was some positive action on PeaceHealth’s part, they were stubbornly unwilling to take some simple steps to help ensure all ONA members know how to get help if they need it.

The positive action PeaceHealth took was to investigate the situations of individuals who contacted them with their issues and helped to resolve those. Many of those involved providing members with education about their benefits, but one revealed an administrative error on the part of UMR that could have potentially impacted hundreds of claims. The ONA team expressed their appreciation for the work done with individuals to get their issues cleared up.

The problem arose when we asked for some help reaching impacted nurses. The lead negotiator, Stephanie Sloggett-O’Dell, who is working remotely while living in Arizona, refused to do any sort of mass communications to let them know that this help was available. We suggested a variety of options including printed fliers, emails, nurse huddles and or actual mailed letters. They kept offering reasons to say “no.” These included PeaceHealth sends out so many emails the nurses don’t read them; everyone reads communications from the union (we wish) so ONA should be responsible for this; it wouldn’t be fair to offer this help only to the nurses and PeaceHealth can’t afford to help everyone who would want it (which implies that they think a lot of staff are having issues with the new administrator). ONA continued to push, insisting that it was PeaceHealth’s responsibility to communicate with members about how to get assistance.

We believe that PeaceHealth’s change of third party administrator caused many nurses financial harm. And some of you won’t even know you were harmed until you try and use the benefits. Because of the unilateral change they made, PeaceHealth should continue to provide direct assistance to members now, and until we get this resolved.

Unfortunately, the discussion devolved into an infuriating exchange in which Ms. Sloggett-O’Dell attempted to dodge the central issue of impacts to members by playing rhetorical games with our lead negotiators. The best solution she offered was to have ONA members call UMR to work out their issues, something a number of members have tried and failed to get their issues resolved. Rather than agree to take some simple, reasonable steps to work towards a resolution of this problem, Ms. Sloggett-O’Dell chose to make excuses for why PeaceHealth wouldn’t do anything to reach out to members who didn’t know they could get some assistance with their issues.

In addition to these frustrations, PeaceHealth has still not provided ONA with basic information we requested back in January that would help us...
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understand the impacts of the changes on members. At one point, Ms. Sloggett-O’Dell tried to tell us our information request was not reasonable and therefore they didn’t have to honor it. We have a right to any information that is necessary to ensure that all the Sacred Heart ONA members are being treated in accordance with the contract. ONA needs this additional information to figure out how big the problem is. Maybe it’s only 30 people, maybe it’s 300. We don’t know and they won’t tell us after seven months. Ms. Sloggett-O’Dell could not provide a clear timeline for when they would have the information requested. ONA plans to meet again with PeaceHealth once we have been provided with the information we requested.

Send Your Insurance Issues to PeaceHealth

ONA members can still get assistance with their insurance issues by emailing Stephanie Sloggett-O’Dell (ssloggettodell@peacehealth.org). She will connect you with the PeaceHealth staff member who has been troubleshooting issues for members over the past few weeks.

We highly recommend taking advantage of this assistance if you think you were denied services you had before, were over charged, or believe there was an error in how your insurance was applied to a bill. Please make sure to share your issues with ONA as well so we can track these problems and help when necessary, as we continue to negotiate over the change in third party administrator. Your information will be kept confidential.

Email ONA labor representative, Claire Syrett at Syrett@OregonRNrn.org.

Honoring a Friend of Nurses – Lawanda Manning

It was with great sadness that many in Lane county learned of the sudden passing of Lawanda Manning on Friday, June 11.

Lawanda, the wife of local state senator James Manning, was a fixture at the state capitol where she served as her husband’s chief of staff. Her influence at the capitol was evident in the fact that Governor Brown spoke at her funeral which was held in Eugene, along with Senator Ron Wyden who sent a video message.

But it was Lawanda’s presence at several SHMC Nurses Day events at Riverbend and ONA’s 2016 Convention that demonstrated the support both she and her husband, Senator Manning, offered Oregon nurses.

Nancy Deyhle (ICU) recalls speaking with Lawanda on those celebratory Nurses Day occasions and saw how much she and Senator Manning cared about nurses. This caring translated into support for ONA’s priority issues at the state legislature where they worked as a team to help pass ONA-backed legislation.

In fact, Lawanda had been actively working with ONA’s legislative director Deborah Riddick, to advance ONA’s work in Salem in the weeks before she passed away.

Lawanda’s caring and fierce spirit will be missed by many. Our condolences go out to Senator Manning for his loss.
Sacred Heart Medical Center (SHMC) / Sacred Heart Home Care Services (SHHCS)

12-Hour Shift? You Don’t Have to Work Four in a Row

We want to remind all 12-hour shift nurses that you cannot be scheduled for four shifts in a row without your permission.

**Article 8.4.2 states** “…four or more consecutive twelve (12) hour shifts, shall not be scheduled without the written consent of the affected nurse, which may be rescinded upon written notice at least ten (10) days in advance of posting of the next work schedule.”

If you are a 12-hour shift nurse and you are being scheduled for four or more shifts in a row that you haven’t agreed to, speak with your manager about changing your schedule.

If you would like support from a steward on this, please contact one of your ONA labor reps or Nancy Deyhle, the SHMC steward council captain, and we will find a steward to help you with this.

Incentive Pay Rolls Out with Help from ONA

You might have noticed the rapid increase in incentive shifts being offered on many Riverbend units over the past few weeks. This is a result of your ONA SHMC executive team encouraging Sacred Heart leadership to start offering stacked incentive in light of the current staffing crises. Chief nursing officer, Heather Wall, took quick action to get approval for incentives to help get more staff to pick up shifts. ONA is still pushing to make sure all units are being included in the program. This effort by the CNO was noted by the hospitalists in a recent meeting with management as well. The hospitalists have been working short staffed with incentives being offered at the last minute rather than when the holes in the schedule are known. They pointed to the CNO’s efforts to offer incentive pay to nurses as an example of what they need their leadership to be doing to make sure they are staffed appropriately.

Here are the Compensation for Extra Shift (CES) guidelines for SHMC:

**Eligibility:**

Any CN, RN who is qualified, as determined by the CES Guidelines, unit manager, educator or Director is eligible to sign up for CES.

CES will be paid only during shifts that have been designated as CES eligible. CES will be paid to all nurses who work their hired FTE in the pay period for which they work a CES shift. Per diem staff must work two shifts at straight time/holiday pay in the previous pay period before they can be eligible for CES in that pay period.

See the CES guidelines below for hours that are and are not counted toward your FTE to determine eligibility.

CES must follow the required incentive approval process.

Once a nurse is placed on the schedule with CES pay, the nurse has the same work obligations for that shift as for any other scheduled shift.

**Other Terms:**

A nurse cannot be paid for any Premium or Call pay (Call Back, Excess of Standard Shift, 6th and Consecutive, Consecutive Weekend, etc.) and CES for the same hours, with the exception of Holiday Pay and Federal OT.

When slots(s) on a shift are eligible for CES, then the order of low census will still proceed in accordance with Section 14.2 of the contract.

**CES Pay Incentive:**

A nurse working a CES shift will be paid a CES differential of $19.00/hour.

**CES Guidelines:**

Hours spent in the following activities/capacities do NOT count towards your FTE to determine if you are eligible for CES:

- FMLA
- Holiday-off w/ or w/o PTO
- Incremental OT (nothing under 1 hour)

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- Light Duty
- On Call/Standby (no actual work)
- ONA Education
- Unscheduled PTO
- Voluntary In-service
- Schedule Exchange-on extra (uneven)

**Hours spent in the following activities/capacities DO count towards your FTE to determine if you are eligible for CES:**

- ACLS (in the following units for which it is required: PACU, ICU, ED, OHVI 4, OHVI 5, SSU, RB Super Pool and L&D only)
- NRP, PALS (in NICU and Peds)
- TNCC (in the Emergency Dept)
- Called in extra-EXAP
- CNOL

- Mandatory In-service
- On Call/Called In
- Pre-scheduled PTO
- Staff Meeting
- Transport Call-NICU
- Unit Orientation/Cross orientation
- Mandatory LC
- Sixth and Consecutive
- Consecutive Weekend
- Bereavement
- Jury Duty
- Low Census (Voluntary and Mandatory)
- Holiday Not Worked due to unit closure
- New Employee Orientation
- UBC/Shared Governance Council/Committees

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**ONA Health Equity Conference, Aug. 5-6**

ONA is proud to be at the forefront of improving diversity, equity, and inclusion practices within the nursing profession. ONA will host our first-ever Health Equity Conference, with the theme of “A Vision for Nursing and Equity,” on August 5-6, 2021 in Portland.

**Topics Include:**

- The crucial role that equity can, and must, play in nursing and in ensuring health care equity for all
- The connection between nursing practice and health equity
- Identifying opportunities for nursing practice to promote greater health equity for our patients and the communities we serve
- The dual impacts on our Black, Indigenous, and people of color (BIPOC) nursing colleagues of system failures and facing bias, discrimination, and psychological trauma in the workplace
- The intersectionality of health as a commodity and its historical impacts on diverse communities
- How nurses are ideally positioned to be advocates to advance health equity
- Much more…

**Continuing Education**

Continuing nursing education contact hours will be available. Number TBD.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

**Registration**

The ONA Health Equity Conference is FREE for ONA members! To follow current COVID-19 protocols and maintain safe social distancing, we are limiting attendance at the conference, so register early to ensure you are able to attend. Register today at [www.OregonRN.org](http://www.OregonRN.org).