

Aug. 18, 2016

Liz Dunne
President and Chief Executive Officer
PeaceHealth System Services
1115 SE 164th Avenue
Vancouver, WA 98683

RE: Time Keeping Cease and Desist

Liz Dunne,

The Oregon Nurses Association (ONA) has received information that PeaceHealth is in the process of unilaterally implementing changes to its timekeeping and payroll practices, under which the employer shall make unauthorized deductions from the paid time off (PTO) bank of nurses who miss a punch in or out, and thereafter shall simply not pay nurses the wages they have earned for shifts if they miss a punch in or out. The nurses at PeaceHealth facilities represented by ONA have been informed that these changes are to be implemented immediately. In addition, it appears that this change in practice is being implemented with limited communication to nurses and insufficient training on the process.

Please be advised that these unilateral changes not only constitute violations of the applicable collective bargaining agreements between PeaceHealth and ONA, but also violate the Fair Labor Standards Act as well as the State of Oregon minimum wage law including the provision that any employer who willfully withholds any portion of an employee's wages may be subject to a penalty of the employee's hourly rate for eight hours per day for each day the employee remains unpaid up to a maximum of 30 days.

On behalf of the Registered Nurses that ONA represents at PeaceHealth Sacred Heart Medical Center at Riverbend, PeaceHealth Sacred Heart Medical Center University District, Sacred Heart Home Care Service and PeaceHealth Peace Harbor, we insist that PeaceHealth cease and desist from the implementation of these changes in timekeeping and payroll practices immediately. If PeaceHealth proceeds with this process, ONA is prepared to take the appropriate legal action to enjoin these unlawful changes, and to recover lost wages, liquidated damages, and reasonable attorneys' fees and costs, on behalf of the affected employees.

We further demand that PeaceHealth bargain with ONA regarding any changes in timekeeping and payroll practices and the impact of any such changes on the nurses employed in the ONA-represented bargaining units. Please contact the undersigned with available dates for bargaining.

Sincerely,



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cc: Marie Stehmer, PeaceHealth Sr. Director, Human Resources, Oregon Network
Debra Miller, PeaceHealth System Vice President for Caregiver and Labor Relations
Beth O'Brien, PeaceHealth Executive Vice President, Chief Operating Officer
Victoria King, PeaceHealth Senior Vice President, Chief Nursing Officer
Tom Doyle, Legal Counsel, Oregon Nurses Association

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ONA is an affiliate of the American Nurses Association, National Federation of Nurses, AFT and AFL-CIO