For Your Consideration:
Highlights of the Four-Year Tentative Agreement

As you prepare to cast your vote on the new tentative agreement (TA), we thought it would be helpful to draw attention to some highlights and details that may have been forgotten since we began the negotiations in January. Not only does the TA propose good salary increases and raises on many differentials, it also contains a number of strong proposals that should improve working conditions, education opportunities, and lead to better safety training protocols for members.

Enhancements to Education, Professional Development, and Support for Nursing Practice

This new contract will include several enhancements to continuing education and tuition reimbursement funds as well as items that support nurse practice.

In their original proposal on Article 16 - Professional Development, the Medical Center removed all education dollars from the contract. They modified their proposal after hearing from nurses even before the ONA-SHMC bargaining team had a chance to counter. Thanks to the strong advocacy from nurses and the team, the TA includes increases in education dollars every year for four years starting with $10,000 (for a total of $230,000) effective July 1, 2019, then rising to $235,000 July 1 of 2020, $240,000 July 1, 2021 and ending at $250,000 in the fourth year of the contract.

On tuition reimbursement, the TA includes a $20,000 increase in those funds which will be set at $95,000 for the term of the agreement.

16.2.3 - Required Certifications added the following language: “If a nurse and the nurse manager are unable to resolve the scheduling conflict(s) the nurse may be compensated for all regular hours the nurse would otherwise have worked on that shift.” This was to address situations when a nurse has to miss a shift in order to take a required certification class when they had no other choice. It will help keep nurses whole under those circumstances.

In article 16.3.4 - Procedure and Unit Guidelines, we added the following language regarding requests for time off for continuing education: “The Medical Center will respond to all requests no later than four (4) weeks before the posting of the schedule. The education time off requests shall be considered at the same time as PTO requests made with less than two work cycles notice as outlined in Article 10.7.3.” This should help make it easier for nurses to get their requested time off for conferences and other education needs.

The TA also increases the paid hours of the Professional Nurse Care Committee (PNCC) from 30 to 50 hours a month, ensuring that this committee can engage in research and other work to provide nurses with support in their practice and advise the Medical Center on patient care and nursing practice related concerns.

Continued on page 2
The Professional Nurse Advancement Program (PNAP) will become part of the contract under the proposed TA, ensuring that its basic structure and differentials are maintained by contract. Your ONA team successfully negotiated increases in the PNAP differentials (First Advancement Stage-Competent Nurse [PNAP-C], $2 per hour; Second Advancement Stage-Proficient Nurse [PNAP-P], $3 per hour; Third Advancement Stage-Expert Nurse [PNAP-E], $5 per hour.) These will go into effect the first full pay period following ratification for current participants in the program.

And lastly, the certification pay differential will increase by 0.75 cents from $1 to $1.75, and advanced education pay differentials for BSN will move from 3 percent to 4 percent of a nurse's base wage and for MSN from 4 percent to 5 percent.

Taken together these items represent significant gains for Sacred Heart nurses in accessing and benefiting from continuing education, tuition reimbursement and practice-related enhancements.

New Language on Shift Lengths and Providing Coverage for Meals and Breaks

Article 8 - Hours of Work is another area where the TA strengthens language on preservation of shift lengths as well as meal and break coverage. The ONA-SHMC agreed to remove language that defined the eight-hour shift as the basic shift for the Medical Center. The Medical Center will be able to create positions with shift lengths of 8, 9, 10 and 12 hours, as well as a limited number of 4- and 6-hour shift positions under the Short Shift appendix language. Language in Article 8.4.4 that covers alternate length shifts will read: “In the event that the Medical Center proposes any one of the following changes in a unit shift length mix which: (1) initiates a new shift length, (2) eliminates a shift length, or (3) significantly changes the shift length mix the Medical Center shall not proceed with initiation of such shifts without prior consultation with and consent of the Association...” This provision maintains the ability of the ONA-SHMC executive committee to ensure that the mix of shift lengths serves nurses at all stages of their career as well as serving the needs of individual units.

The TA contains some particularly strong language in article 8.5 - Meal and Rest Periods that is of note: “The Medical Center must maintain each unit’s staffing plan at all times throughout the shift including during meal and break coverage.” This means that nurses can’t be expected to take more patients than the staffing plan specifies and therefore taking a larger patient assignment to help out with meals and breaks coverage (a.k.a. the “buddy system”) is not likely to be following the unit staffing plan.

8.5.1 - Unit Plans has this added language: “Based on the unit’s written plan the Medical Center shall provide an appropriate skilled nurse to relieve other scheduled nurses for their meal and rest breaks.” This means that if the unit’s plan says that a break relief nurse is necessary, the unit will be required to have a nurse available to provide this coverage. This is some of the strongest language regarding meals and breaks coverage in any ONA contract in the state. In addition, article 8.5.2 will be renamed “Monthly Review of Meals and Rest Period Data” changing from “Quarterly” and now will include provisions to the meal and rest period data provided on a monthly basis to the Labor Management Committee, Staffing Committee and UBPC chairs. This will help ONA-SHMC representatives keep better tabs on how well managers are meeting the new requirements of this section and allow more timely improvements to be implemented for units struggling to get their meals/breaks.

Increased Nurse Participation in Workplace Violence Prevention

Contract provisions to better address workplace violence have also been significantly strengthened in this TA. The new language, to be moved into Article 20, provides that a staff nurse shall serve as co-chair of the PeaceHealth Oregon Workplace Violence Prevention Committee. Six staff nurses along with two alternates shall be selected by ONA to serve on the committee with an additional nurse from the Home Care Services agency also attending meetings at the Medical Center. Nurses shall be paid for their time participating in committee meetings and a maximum of six Medical Center nurses shall be provided with an additional 90 minutes of paid time to meet to discuss committee matters, prepare for meetings, and conduct research. Policy development as well as evaluation, education, and training will be done with nurse input and polices shall be reviewed for feedback prior to implementation.

Continued on page 3
Sacred Heart Medical Center (SHMC)

Highlights of the Four-Year Tentative Agreement (continued from page 2)

The new language commits the Medical Center to ensuring that nurses receive education and training on workplace violence at least annually and that this education is incorporated into the new employee orientation. Nurses transferring to a different unit or position will also receive workplace violence prevention training relevant to their new position/unit.

New Education Requirements for Charge Nurses

The ONA-SHMC did move toward the Medical Center on their proposal for new education requirements for charge nurses. After receiving the Medical Center’s revised proposal that allowed current charge nurses to choose whether to earn a BSN or an advanced certification, the ONA-SHMC bargaining team heard from many nurses who believed these requirements were not too onerous and believed they would benefit nurses and patients. Based on this feedback and discussion that the team had in caucus, the ONA-SHMC agreed to the new provisions with timelines that they believe are achievable for most nurses seeking either a BSN (48 months following ratification) or advanced certification (within 24 months of eligibility following ratification). New charge nurses hired after ratification may be required to have their BSN within 36 months of their start date in that role.

No Movement on Health Insurance Benefits

One area where the ONA-SHMC negotiations team was not able to achieve improvements for members was in health benefits. The team worked hard to make the case for the modest improvement we put across the table, and the team held onto to those proposals until the very end of negotiations. However, the Medical Center insisted that because health insurance is a system-wide plan and policy, they are not willing to make changes for just one bargaining unit. Administration rejected every proposal of substance your team made on this important topic.

The ONA-SHMC team was disappointed that they were not able to move the dial on health insurance, but will continue to seek opportunities to improve benefits in the coming years.

Review the entire TA on the ONA-SHMC bargaining unit webpage at www.OregonRN.org/86 to see these and all the other proposed changes to the new contract.

The ONA-SHMC negotiations team is recommending a “yes” vote on this TA.

YOUR VOTE MATTERS: BE SURE TO CAST YOUR BALLOT!

The ratification vote for the SHMC and SHHCS contracts is scheduled to take place online:

- Wednesday, May 15 at 8 a.m. – Sunday, May 19 at 12 a.m. (midnight)

Keep an eye on your email inbox for a link to vote.

On-site voting will take place on Thursday, May 23 as follows:

- SHMC and SHHCS: 7 – 9 a.m. University District 3rd Floor outside PRN
- SHMC: 10 a.m. – 7 p.m. Riverbend Room 22Y (Private Dining Room)

Printed copies of the TA summary and full redline will be available for review.
Still Time to Give Two to the Team - Donate PTO Today!

Both the Medical Center and Home Care teams went above and beyond in the amount of time they gave to these negotiations. No one expected this year’s bargaining to require so many sessions. Typically, negotiations take around 14-16 sessions. This time the teams sat for an unprecedented 25 sessions!

Cumulatively, your team members sacrificed hundreds of hours of paid time to see these negotiations through to a successful conclusion. You can help offset some of this sacrifice by donating just two hours of your own PTO to the teams. If you can give more, please do.

Thank you, Bargaining Team!

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 (503) 293-0013, Attn: Claire Syrett.