Home Care Update!

SHHCS bargaining update for the week of May 15th. We have a Tentative Agreement (TA) on an article for remote work. The agency backed off on their proposal for all coordinators to work weekends, call and holidays and proposed changing the work of the clinical liaisons requiring them to participate in weekend coverage.

There has also been a TA on the staffing committee language. Bringing the task force on staffing into the main part of the contract and recognizing the established work of this committee. We countered from 45 days for nurses to challenge any FTE errors and benefit over and under payment to 90 days. We are nearing an agreement on protective leave for emergency response volunteers. We countered on the wage scale and we made clear our commitment to maintain wage parity with the medical center.

We are committed to ensuring our nurses receive pay increases reflecting the value of their work. Thank you for your continued support of our bargaining team!

Join Us During Negotiations

JOIN ZOOM MEETING: bit.ly/3JbsHXXK
Meeting ID: 450 007 4442
Passcode: KDNOc7

If you are not able to make it in person or are limited on time, please join us virtually as we continue to progress through negotiations! This Zoom link will stay consistent throughout negotiations so save it and pass it on. Simply click on the link or use your Zoom app and enter the ID and passcode.

We typically start by 1000 (10 a.m.) and go until 1700 (5 p.m.), but every day is different. You will enter muted and need to stay muted. If you are not allowed to enter the meeting, it’s because we are caucusing or on break. Check in later.

In solidarity, SHMC & SHHCS Bargaining Team
Medical Center Update!

The bargaining team continued to champion the theme of “Retain, Recruit and Respect” in Thursday and Friday’s negotiation sessions. Thursday started with ONA counter proposal on safe staffing ratios and other language around strengthening safe patient care. The medical center stated they are not interested in adding nurse to patient ratios to the contract language, further sending the message that they are not interested in recruiting and retaining nursing staff.

The medical center leadership continues to hold to the philosophy that paying ONA bargaining unit members for contract negotiations will encourage the bargaining team to drag out negotiations and team members will be less motivated to come to agreement.

Medical center denied the increase in monetary value for the Professional Nurses Advancement Program (PNAP) despite increased educational requirements. However, current enrolled nurses in PNAP would be exempt from this requirement as long as they did not lapse in PNAP status. All nurses after 2025 would NOT get the educational exemption and must apply under System PNAP. The Medical center would allow fall 2023 nurses to finish their PNAP under our current PNAP, after that all nurses renewing or applying for PNAP would be expected to apply under System PNAP.

After the disappointing compensation proposal we received from the Medical Center, ONA bargaining members countered with higher numbers that we felt would help retain, and recruit more nurses. Medical center’s counter response was 4.5%, and 2.5% for all other years roughly equating to less than $3 for our first year. We did see some improvement in differentials but ONA bargaining members still believe the medical center can do better.

New Counseling Services Available

Nurses are not getting the mental health treatment they need and that’s why we’re excited to tell you about the expansion of the Oregon Wellness Program (OWP).

Licensed RNs, LPNs and CNAs from around the state can now access free counseling from providers that have professional experience providing care to health care professionals.

The program provides:
- Up to eight (8) free therapy sessions per calendar year (in-person or telehealth).
- Mental health care without a “paper trail” - your visits won’t be shared with insurance or professional boards.
- Appointments will be scheduled within three business days, whenever possible.

Nurses can request appointments directly with an OWP-affiliated provider of their choice and will be given complete privacy and confidentiality.

You can find more information at oregonwellnessprogram.org