Sacred Heart Medical Center (SHMC) & Sacred Heart Home Care Services (SHHCS)

Bargaining Update # 20
Aug. 7, 2023

SHMC Bargaining Team
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Your bargaining unit reached a tentative agreement (TA) after 30 negotiation sessions totaling over 5,000 hours. Our Home Care Services (HCS) negotiations will continue with the help of a federal mediator. HCS leadership continues to devalue nurses by offering a much lower wage increase than the Medical Center. We will continue to work hard to ensure that HCS wages will remain the same as the Medical Center’s.

The Sacred Heart Medical Center (SHMC) team recommends a Yes vote to this contract. The QR code to the left and at the end of this article will direct you to the summary of the TA. We feel this contract is a great achievement for Sacred Heart Medical Center (SHMC) nurses and is something to be proud of.

While there were some things we were not able to achieve, we felt as a team that it was important to reach a TA that would improve working conditions of most nurses at SHMC. The items we were not able to improve on include an increase in Professional Nurse Advancement Program (PNAP) differentials, moving to the new PNAP program and retroactive pay. But, we achieved improvements in critical language in the contract and several differentials that hadn’t increased in years.

The bargaining unit achieved getting the highest wage increase in the four years of the contract in the last 30 years. The combination of a $1.00 market increase and the 6 percent increase the first year of the contract totals an 8 percent wage increase for all nurses at the Medical Center. The wage increases of 5.5 percent in year two and 4 percent in year three are approx. 1-2.5 percent higher than in previous contracts.

Another great achievement was the significant increase in many of the differentials at SHMC. It had been a while since many of these differentials had changed. Compensation for Extra Shift (CES) charge nurse, facilitator pay mandatory call and holiday call, will have significant increases as well evening and night shift differentials. In addition, evening shift differential will be for every hour worked after 3 p.m. and night shift differential will be paid for every hour worked after 11 p.m. The bargaining unit also secured a new float differential for all nurses who are floated from their home unit and then floated a second time during their shift. We thought this would be a great benefit to nurses who are floated twice in their shift and are assigned more than one patient team during their shift.

We did reach a COVID paid time off (PTO) grievance settlement. Nurses who lost their unused COVID PTO in July 2021 will have it deposited in their sick time bank. This can be used as regular PTO for one year, after that year, it can be used for sick time. The cap will not be applied to this PTO.

As a whole, we feel the changes in critical language and significant wage increases and shift differentials will benefit a great number of nurses at the

Ratification Vote Opens Friday, Aug. 11
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Words cannot fully express the disrespect your bargaining team and observers felt was displayed towards the home care service nurses this week. The PeaceHealth (PH) attorney repeatedly informed the room that PH values Home Care Service nurses as much as Medical Center nurses. And then, they proposed slashing current wages by offering a flat dollar amount instead of the current percentage differential for MSN and BSN. This would equal a $700 to $2,000 loss for every nurse with an advanced degree!

They said this reduction would allow them to give everyone something instead of just a few even though half of us hold an advanced degree. What they proposed to everyone as raises over the next four years was still less than half of what they have offered the Medical Center nurses.

Your team argued that this type of wage disparity between the units and the lack of significant raises will be the last straw. Nurses will leave. Quality care will be impossible to maintain as experienced nurses move to higher paying positions elsewhere including the Medical Center. The nurses they recruit in the future will not be willing to give the 110 percent that’s necessary to keep the 4.5 star rating our agency has now. PH is the only home care organization in the region with a 4.5-star rating, and it’s because we have always maintained parity with the Medical Center wages. We have rewarded high-quality, professional nurses that know how to provide compassionate care. Why throw away the decades of work that has been done to achieve our reputation?

“We need to be at market” is PeaceHealth’s reply. Translation – we could make more money if we start paying you less. They told us that their current offer is the best they can do. So, we are going to mediation to see if we can move them further. But your involvement will be key to getting them to move.

• On a positive note, we were able to come to a tentative agreement (TA) on Article 6, adding in medical center. The new wage scale will begin the first pay period after ratification of this contract. The vote to ratify the agreement will happen this week so we can ensure we get these increases as soon as possible.

Please review the summary carefully to see what is changing. A redline version of the contract will be posted later this week. It will show you exactly what was deleted, added, or modified. We will also send out the Appendix A wage scale for review.

The virtual ratification vote will open Friday, Aug. 11, at 9:00 a.m. and remain open through Sunday, Aug. 13, 2023 closing at 11:59 p.m. Each member will receive an individual invitation to the vote. If you are not sure that ONA has your email address, please contact Tyler Whitmire (Whitmire@OregonRN.org), Claire Syrett (Syrett@OregonRN.org), one of your CAT, or bargaining team members.

Please scan the QR code with your phone to review the
Home Care Nurses  Continued from page 2

language that will help to support nurses in situations of termination and disciplinary action.

- Article 15, regarding health and welfare with a huge success in securing an agreement surrounding communicable diseases. Remember when you got COVID after you treated a patient that refused to wear a mask and coughed all over you? And then you were refused the paid leave you were entitled to because Employee Health said, “How do we know you didn’t get it while you were out shopping on your own time?” Now, and as it always should have been, “A nurse, under this provision, shall be considered to have been exposed at work in the event that a coworker, patient they cared for, others who were present during care, on a shift they worked, is positive or later test positive for the same disease”. Besides how well your team has done to stay strong and focused, that’s it. This language is pretty much the only positive movement we can report.

There is much work to be done. It is crucial that our bargaining unit shows unity, strength, and commitment to upholding our worth as quality nurses for the sake of our patients and ourselves. We want our nurses to be able to continue to afford to live and work in this community that they are so committed to. We want the local families to know we are an option for quality and compassionate care. Now more than ever, we all need to step up, speak up, and demand that the PeaceHealth do the right thing. Attend our virtual townhall via Zoom on Wednesday, Aug. 9 at 1730-1830, see below for further information.

If you have immediate questions about how to get involved, contact your SHHCS bargaining team: Jo Turner, Allison Hyder, Diane O’Connor, Faith Dunn, and Desi Atwater.

What’s Next for SHHCS?

Bargaining unit meetings and strike trainings. It is very important to attend! If you cannot attend, please reach out to one of your ONA bargaining team members for important information. Dates for strike trainings to be announced shortly. The only way we will achieve the contract we deserve is if everyone of us gets involved in some way.

Date: Wednesday, August 9
Time: 1730-1930

Join Zoom Meeting

https://us06web.zoom.us/j/859498441601?pwd=Y0tKclAza3liZnhpbm42NzJvb0Zudz09

Meeting ID: 859 4984 1601
Passcode: 644249

PeaceHealth Current Wage Proposals for Home Care

4-year agreement

Across the board wage increases:
Year 1 – 4.75 percent upon ratification
Year 2 - 3.00 percent effective 7/1/2024
Year 3 – 3.00 percent effective 7/1/2025
Year 4 – 3.00 percent effective 7/1/2026

Weekend Differential = $2.50

BSN/MSN Differential
BSN = $1.25
MSN = $2.50

Preceptor Differential = $3.50

No other increases in differentials.

Rejecting ONA proposal to add 6th and Consecutive pay, differentials for Case Manager and Admission Nurse.
SHMC Bargaining Unit Meetings

Join the below virtual bargaining unit meetings via Zoom on **Thursday, Aug. 10, 2023**, to discuss the TA and get your questions answered.

Thursday, August 10

- 8:00 – 9:30 a.m.
- 4:00 – 5:30 p.m.
- 7:30 – 9:00 p.m.

Visit [this link](https://us06web.zoom.us/j/85972850782?pwd=cktBd3B0UVg2c3hDMFJ3OWZVcW1mUT09) for the meeting.

Meeting ID: 859 7285 0782

Passcode: 062454

Stay tuned for information on how you can help the Home Care nurses achieve the same good contract we have. Your support will be important as they fight for parity.

Develop Your Skills to Build a Stronger Union

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

There are three different steward trainings offered throughout the year. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Learn more and register for the trainings at: [www.OregonRN.org/Steward-Training](http://www.OregonRN.org/Steward-Training)