Many Gains but No Deal on Compensation

We negotiated for more than 28 hours over the past two days and while we didn’t reach a final tentative agreement (TA), we have accomplished a lot of good things. The hardest part of bargaining is that we have to balance all of your wants and needs against what is possible and achievable. Through the past 26 sessions, with the help of your active involvement and your extremely competent volunteer bargaining team, we have stayed focused on your needs. Using your responses to the pre-negotiation survey, we have been focusing on your primary concerns. You ranked them in this order of priority: 1) Safe and functional work environment, 2) Staffing levels and in-shift adjustments, 3) Wages, and 4) Health insurance benefits.

Wages are still not settled, and we are requesting the assistance of the federal mediator to get us to a final deal that you can be satisfied with. We expect to meet with the mediator in mid-July. See the chart below to see where we stand on our respective compensation proposals.

On staffing, our team was thrilled to celebrate the passage of the Oregon Safe Staffing Bill HB 2697, that will require hospitals to maintain certain staffing rations at all times. We met with management after the passage of the bill and withdrew our proposal on staffing ratios. That allowed us to TA several great new things related to staffing, meals and break nurse positions and rest between shifts premium pay.

Here are the things we did reach TAs on as

Show Up for Home Care Nurses

Sacred Heart Home Care Services nurses return to the table on Friday, June 30 at 9 a.m. and can use your support. Join in-person at RiverBend Room 200ALL or via zoom using this link https://us06web.zoom.us/j/82835920706?pwd=K1ovbmNpZ0lJJZWNMTkU2TzJBMEXJdx09 or use Zoom Meeting ID: 828 3592 0706 with passcode: 361047.

Bargaining Update Meetings

Learn more about where things are with negotiations. Please join one of these virtual meetings by clicking here or use your Zoom app with these codes.

Meeting ID: 828 3592 0706
Passcode: 361047
Sacred Heart Medical Center (SHMC) & Sacred Heart Home Care Services (SHHCS)

Many Gains  Continued from page 1

well as informal agreement on and that we hope you will join us in celebrating.

- Unit Based Practice Councils (UBPCs) will create acuity and intensity tools that will be part of each unit’s staffing plan.
- Training will be provided to UBPC chairs and Staffing Committee members on these tools.
- Clarified that managers and assistant nurse managers are non-voting ad-hoc members of UBPC and that UBPC chairs make final determination of meeting agendas.
- Agreed to a labor/management task force to evaluate the Charge Nurse duties with the goal to minimize non-essential tasks so they can focus on patient focused care.
- New Meal/Break Nurse position and Assignments Appendix to ensure continuation of these roles. Improved language on these positions. Gained a commitment from management to work with ONA to get charge nurses their breaks.
- Article 16 Professional Development
  - For certifications: (new language in bold)
    - Nurses who are unable to schedule a class due to scheduling conflicts shall consult their Nurse Manager, at least forty-five (45) days prior to expiration. If a nurse and the nurse manager are unable to resolve the scheduling conflict(s) and the nurse is required to miss a shift of work to attend the scheduled class, the nurse shall be compensated for all regular hours the nurse would otherwise have worked on that shift. An evening or night shift nurse who is taken off the schedule under these circumstances shall be compensated for all regular hours the nurse would otherwise have worked on that shift.
    - The Medical Center shall keep track of each nurse’s required certification and their expiration date and ensure the availability of a sufficient number of classroom slots to accommodate those nurses obtaining their certifications in the quarter in which they expire.
  - Education Days and Expenses
    - Agreed to 16500 education hours a year.
    - Education dollars = effective July 1, 2023 $295,000; effective July 1, 2024 $300,000; effective July 1, 2025 $305,000.
    - ONA tuition reimbursement funds = $115,000 increasing to $125,000 July 1, 2025.
  - New “Rest Between Shifts” language that provides premium pay under certain conditions when schedule with less than a 10-hour rest period between shifts.
  - Improved language on posting of vacancies to ensure bargaining unit nurses are awarded positions fairly.
  - Vacancies cannot be included in core staffing calculation when granting paid time off (PTO) requests.
  - Qualified emergency volunteers working can take protected leave to respond to regional emergencies.
  - The Cultural Transformation Council is now a formal ONA/SHMC committee.
  - ONA will have representation on a PeaceHealth system level health benefits improvement committee.

The Home Care and Medical Center teams have sacrificed over 26 days of wages. This is a lot of lost wages for our bargaining team. We really appreciate all the donated PTO and cash to help offset the sacrifice that your bargaining teams have made. The Contract Action Team (CAT) has also been essential. They have spread the news and helped us get folks to attend our events. It has been a monumental effort so far and we are not done yet.

Even as we celebrate progress, we must lament the terrible treatment our Home Care and Hospice nurses have endured. The Home Care lead negotiator has continued to delay meeting to negotiate. PeaceHealth has indicated they don’t want to give Home Care nurses the same wage increases as the Medical Center. This will create divergence between these two contracts that have always been identical. Medical Center nurses will be unwilling to take Home Care positions if it means losing pay, and Home Care nurse may need to go work elsewhere to get paid what they are worth. Home Care needs Medical Center nurses to stand in solidarity with them. They meet again on Friday, June 30th in room 200ALL at Riverbend.

You have seen ONA activity all across the state. All of these

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advancements have taken monumental efforts by all the members, and they are all uniquely situated to their local units. The most successful groups have put in thousands of hours. Locally, we have taken to the streets and shown our own solidarity. All the while, we have been pushing legislature forward in an unprecedented statewide campaign. Your team and CATs have been amazing, and progress has been made all across the state. It has been exhausting, (and exhilarating), but we will all benefit in the end if you keep up the pressure!

### Package Proposal

<table>
<thead>
<tr>
<th>ONA Package Proposal 6/22/202</th>
<th>Sacred Heart Medical Center Package Proposal 6/22/2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Appendix A Wage Scale</strong></td>
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<tr>
<td><strong>4-Year Contract:</strong></td>
<td><strong>4-year Contract:</strong></td>
</tr>
<tr>
<td>• Year 1 – 8.75%</td>
<td>• Year 1 = 6.00%</td>
</tr>
<tr>
<td>• Year 2 – 7.00%</td>
<td>• Year 2 = 5.00%</td>
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<tr>
<td>• Year 3 – 5.00%</td>
<td>• Year 3 = 3.50%</td>
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<tr>
<td>• Year 4 – 4.00%</td>
<td>• Year 4 = 3.00%</td>
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<tr>
<td>Increases across all steps</td>
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</tr>
<tr>
<td>Increases retroactive to April 15, 2023</td>
<td>A 2% prorated bonus for nurses who will not receive a step increase in the first year of the contract. Bonus based on FTO.</td>
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<tr>
<td>After third year, either party may request a wage reopener if they can produce market data to justify the request. Both parties must agree.</td>
<td>Effective upon ratification</td>
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<tr>
<td><strong>Ratification Bonus</strong></td>
<td>After third year, either party may request a wage reopener if they can produce market data to justify the request. Both parties must agree.</td>
</tr>
<tr>
<td>All nurses employed by Sacred Heart at the time of ratification of this agreement shall be paid a one-time bonus of 80-hours of paid time off to be deposited in their PTO bank the first pay period after ratification of this contract. This shall be paid out in a separate check from the nurse’s regular paycheck. This PTO would not be subject to the cap. This PTO shall remain available indefinitely until it has been used by the nurse. This PTO can be cashed out per PeaceHealth PTO policy.</td>
<td>Rejecting:</td>
</tr>
<tr>
<td><strong>PTO Proposal Longevity Recognition</strong></td>
<td>• Ratification Bonus</td>
</tr>
<tr>
<td>• For Five years of service = 100 hours</td>
<td>• Pay for bargaining team</td>
</tr>
<tr>
<td>• For Fifteen Years of service = 125 hours</td>
<td>• Longevity Recognition PTO</td>
</tr>
<tr>
<td>• For Twenty-five years of service = 150 hours</td>
<td></td>
</tr>
<tr>
<td>This is a one-time addition to a nurse’s PTO bank. This PTO would not be subject to the cap. Per diems shall receive this same incentive based on their years of service with Sacred Heart. This PTO shall remain available indefinitely until it has been used by the nurse. This PTO can be cashed out per PeaceHealth PTO policy. This PTO would be available for use following the first pay period following ratification.</td>
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</tbody>
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ONA Package Proposal 6/22/202

Article 1
Paid time for nurse bargaining team. Limit of 11 bargaining team members to be paid for up to 12 negotiation session at 8-hours each. Rate of pay to be set at Step 1 of Appendix A. To be paid retroactive to cover 2023 negotiations.

Article 9 Compensation
- Compensation for Extra Shift (CES) = $22 Year 1; Increasing to $23 July 1, 2024
- Per diems eligible for CES if they have met their per diem requirements
- Credit for prior experience = new hires have 90 days to ask for review of step placement.
- Mandatory Call Holidays (new) = double time for hours worked
- Charge Nurse = $5.50 Year 1: Increase to $6.00 July 1, 2024
- Facilitator = $3.75 Year 1, Increase to $4.00 July 1, 2024
- Evening Shift = $3.75 Year 1: Increase to $4.00 July 1, 2024
- Night Shift = $8.50 Year 1; Increase to $9.50 July 1, 2024
- Nurses shall receive an hourly evening shift differential for all hours worked between 3:00 pm and 11:00 pm, an hourly night shift for all hours worked between 11:00 pm and 7:00 am, and no shift differential for all hours worked between 7:00 am and 3:00 pm. However, the last 30 minutes of shifts scheduled to end at 3:00 pm, 11:30 am, or 7:30 am shall be paid the same shift differential, if any, that applied prior to 3:00 pm., 11:00 pm., or 7:00 am. respectively. Any nurse who is receiving night shift differential at the conclusion of the nurse’ scheduled shift and who works into the day shift will continue to receive night shift differential for the overtime hours worked.
- University District ED RNs and House Coordinators working night shift shall be paid night shift differential for all hours worked on that shift.
- On-call
  - Voluntary = $5.50 Year 1; Increase to $7.00 July 1, 2024
  - Mandatory = $6.50 Year 1: Increase to $8.50 July 1, 2024
  - Short Notice Pay for Mandatory call = double rate of call pay
  - On-call/On Premise = 1 ½ base rate of pay plus on call pay
  - Certification pay = $2.25; increasing to $3.75 July 1, 2025
  - Preceptor Pay = $5.50; increasing to $6.00 July 1, 2024

Sacred Heart Medical Center Package Proposal 6/22/2023

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- House Coordinator = $7.50
- Critical Care Float Pool = $6.00
- Float Pool = $5.00
- Float Differential (new) = $1.50 for all hours worked when required to float off home unit and then float back and take a patient assignment.
- Per Diem = 20% of base wage

Appendix B OR, PACU, CATH LAB, ENDO AND LABOR AND DELIVERY ON-CALL TIME

- Tier 3 Call = $20 Year 1; increase to $23 July 1, 2024
- Add Labor Delivery to 15-year call exemption

Appendix J PNAP

- Agreed to transition to PeaceHealth system PNAP program effective with the Spring 2026 cohort.
- Any Sacred Heart PNAP participant who is enrolled prior to the Spring 2026 cohort shall remain exempt from the requirement for holding a certification or advanced degree to be eligible for the PeaceHealth PNAP as long as they continue to maintain any level of PNAP.
- Discipline will not be an automatic bar to participation.
- A manager’s approval shall no longer be required
- SHMC PNAP council chairs shall have seats on the PeaceHealth system PNAP council
- Differentials = no change
  ◦ First Stage = $2.00
  ◦ Second Stage = $3.00
  ◦ Thirds Stage = $5.00

Sacred Heart Medical Center Package Proposal 6/22/2023

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- Per Diem = no change

Appendix B OR, PACU, CATH LAB, ENDO AND LABOR AND DELIVERY ON-CALL TIME

- Tier 3 Call = $20 Year 1; increase to $23 July 1, 2024
- Rejection proposal to add Labor Delivery to 15-year call exemption

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Contract Action Team (CAT) Members

Do you know what your CAT does for you?

- Know the workers in their areas.
- Reach out to each worker individually.
- Complete an assessment for each worker.
- Ask workers to complete bargaining surveys and turn them in.
- Talk to workers who are unsure about their role in or support for their union.
- Report results of assessments to chief CAT.
- Continue to have conversations with members throughout negotiations, giving them updates from the negotiations team, and sending information back to the team from the members.
- Defuse negative energy coming either from anti-union members or the employer.

ONA
Staffing Request Documentation Form (SRDF)

Do you know what a SRDF form is, why you would fill one out, where to find the form and who to turn it in to?

Have you ever had one of those shifts where you knew you were stretched too thin and struggling to provide safe patient care? **This is the time to submit a SRDF.**

Copies of the SRDF should go to ONA, your employer, your staffing committee or PNCC chair, and keep a copy for yourself.

**SRDF Process**

Oregon Nurses Association has provided a means by which staff nurses could report when nurse staffing on their unit/shift is insufficient and/or unsafe since 1997. The report is part of the ethical obligation of nurses to report when provision of “safe patient care” is, at the least, not supported or at the most, impossible. When a nurse on a shift is faced with staffing which is imminently or potentially unsafe according to the various causes of unsafe staffing, it is intended that the nurse:

a) Notify someone in the chain of command,

b) Ask for additional staff, and

c) Ask for a response in a reasonable period of time, e.g., minutes, hours.

The diagnostic reasoning based on professional practice is conducted as to the cause. Following this, the nurse assumes the patient care load as assigned, asking for help as they need. At the end of the shift, or within 48 hours, the nurse completes the form.

**Online SRDF Submission**

You can complete the form online below. The process does include the following steps:

1. Complete the form and submit.
2. You will receive a confirmation email with a completed PDF version of the SRDF attached.
3. Please either print or email copies of this SRDF completed form to your employer, your staffing committee or PNCC chair, and keep a copy for yourself.

If you do not receive a confirmation email or have any difficulties throughout the process, contact ONA at SRDF@OregonRN.org or call 503-293-0011.

**Click here to complete an SRDF**