

Sept. 7, 2017

Nurses Respond to Notice of ED Reorganization at SPCH

On August 17, 2017, we received notice of a reorganization in the emergency department (ED) at Samaritan Pacific Communities Hospital (SPCH). This caught us off guard to say the least, coming days before the solar eclipse and while we were on code triage alert. This was followed the next day by an email from the ED manager to all staff nurses saying our schedules would be changing and asking us to give our input by Sept. 1.

Staff nurses and the Oregon Nurses Association (ONA) were not involved in the proposal for the reorganization. This was a unilateral and poorly timed decision by ED management. We suspect the employer’s timing was an attempt to take advantage of our preoccupation with eclipse preparations and the leave of absence taken by our ONA labor relations representative, Christine Hauck.

So, we pushed backed and got the employer to agree to delay discussion of their proposal until after things have settled down. Our plan is to meet with ED management along with Christine’s back-up labor relations representative, Gary Aguiar, to discuss the employer’s proposal. We also plan to offer our own proposal (see table below), as we think the employer’s proposal will not work.

We are working on finding a time to meet with Gary, likely on Sept. 12 (we will confirm this in an upcoming email). We hope you will attend this meeting to ask questions and provide feedback on the various proposals. If you can’t come to this meeting, please email your questions and ideas to Malia Phillips at phillips.malia@gmail.com and/or Gary Aguiar at Aguiar@OregonRN.org.

We will keep you all informed of our progress as we negotiate these important changes in the ED.

Below is a side-by-side comparison of the employer’s proposal and our proposal, along with the rationale for our proposal:

Employer’s Proposal	Our Proposal	Our Rationale
#1 Night Shift 1845 Sat, Sun Mon, Tue	#1 Night Shift 1845 Mon, Tue Sat, Sun	Allows weekend coverage to be fair and maximizes consecutive time off. NO CHANGE to existing schedule.

<p>#2 Night Shift 1845 Mon, Tue, Wed Mon, Tue, Sun</p>	<p>#2 Night Shift 1845 Fri, Sat, Sun Mon, Wed, Thu</p>	<p>Employer’s proposal allows this nurse to work no weekends since as per contract Sunday is not considered weekend for night shifters.</p> <p>Our proposal puts this nurse on one weekend and by doing so allows weekend coverage to be fair. Our proposal also maximizes consecutive time off and imposes minimal change to existing schedule of Fri, Sat, Sun, Mon, Tue, Wed while adhering to “no more than 4 consecutive shifts worked” per employer request.</p>
<p>#3 Day Shift 0645 Thu, Fri Thu, Fri, Sat</p>	<p>#3 Day Shift 0645 Fri, Sat Tue, Wed, Thu</p>	<p>Allows weekend coverage to be fair, maximizes consecutive time off, and imposes minimal change to existing schedule of Sat, Sun, Tue, Wed, Thu.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>
<p>#4 Mid Shift 1145 Mon, Tue, Wed Mon, Tue, Wed</p>	<p>#4 Mid Shift 1145 Tue, Wed, Sun Mon, Tue, Wed</p>	<p>Employer’s proposal allows this nurse to work no weekends. That is not fair when some nurses are working every weekend.</p> <p>Our proposal puts this nurse on one weekend and by doing so allows weekend coverage to be fair. Our proposal also maximizes consecutive time off and imposes minimal change to existing schedule as well as to employer’s proposal.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>

<p>#5 Night Shift 1845 Fri, Sat, Sun Wed, Thu, Fri</p>	<p>#5 Night Shift 1845 Tue, Wed, Thus Thu, Fri, Sat</p>	<p>Employer’s proposal requires this nurse to work every weekend. Employer has said their goal is to be fair in reorganizing the schedule. It is not fair to require this nurse to work every weekend (nor is it allowed per our contract unless mutually agreed) when there are others not working any weekends.</p> <p>Our proposal allows weekend coverage to be fair, maximizes consecutive time off, and imposes NO CHANGE to existing schedule.</p>
<p>There is no #6 listed</p>	<p>There is no #6 listed</p>	<p>NO CHANGE to employer’s proposal.</p>
<p>#7 Day Shift 0645 Sat, Sun Mon, Tue</p>	<p>#7 Day Shift 0645 Sat, Sun Mon, Tue</p>	<p>NO CHANGE to existing schedule or employer’s proposal.</p>
<p>#8 Variable Shift Sat 0645, Sun 0645 Mon 0645, Thu 1045, Fri 1045</p>	<p>#8 Variable Shift Mon 0645, Tue 0645, Thu 1145, Fri 1145, Sun 0645</p>	<p>Allows weekend coverage to be fair and maximizes consecutive time off.</p>
<p>#9 Day Shift 0645 Mon, Tue, Wed Tue, Wed, Sun</p>	<p>#9 Day Shift 0645 Mon, Wed, Thu Fri, Sat, Sun</p>	<p>Allows weekend coverage to be fair and maximizes consecutive time off.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>
<p>#10 Mid Shift 1445 Wed, Thu, Fri Fri, Sat, Sun</p>	<p>#10 Mid Shift 1445 Mon, Wed, Thu Fri, Sat, Sun</p>	<p>Employer’s proposal requires this nurse to work every weekend. Employer has said their goal is to be fair in reorganizing the schedule. It is not fair to require this nurse to work every weekend (nor is it allowed per our contract unless mutually agreed)</p> <p><i>(This box continues on next page)</i></p>

		<p>when there are others not working any weekends.</p> <p>Our proposal allows weekend coverage to be fair, maximizes consecutive time off, and imposes minimal change to existing schedule and employer's proposed schedule.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>
<p>#11 Day Shift 0645 Mon, Thu, Fri Tue, Wed, Sun</p>	<p>#11 Day Shift 0645 Thu, Fri, Sun Mon, Tue, Wed</p>	<p>Allows weekend coverage to be fair, maximizes consecutive time off, and imposes minimal change to employer's proposal.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>
<p>#12 Day Shift 0645 Mon, Tue, Wed Thu, Fri, Sat</p>	<p>#12 Day Shift 0645 Mon, Tue, Wed Thu, Fri, Sat</p>	<p>NO CHANGE to employer's proposal.</p>
<p>#13 Night Shift 1845 Mon, Tue, Thu Wed, Sat, Sun</p>	<p>#13 Night Shift 1845 Mon, Wed, Thu Mon, Tue, Fri</p>	<p>Allows weekend coverage to be fair.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>
<p>14 Mid Shift Variable Mon 1445, Tue 1445, Sun 1145 Mon 1445, Tue 1445, Sun 1145</p>	<p>#14 Mid Shift Variable Thu 1145, Fri 1445, Sat 1445 Tue 1445, Wed 1445, Thu 1445</p>	<p>Employer's proposal requires this nurse to work every weekend. Employer has said their goal is to be fair in reorganizing the schedule. It is not fair to require this nurse to work every weekend (nor is it allowed per contract unless mutually agreed) when others are not working any weekends. Our proposal allows weekend coverage to be fair and maximizes consecutive time off.</p> <p><i>(This box continues on next page)</i></p>

		Nurse currently working this schedule agrees to our proposal.
#15 Night Shift 1845 Wed, Thu, Fri Thu, Fri, Sat	#15 Night Shift 1845 Fri, Sat, Sun Tue, Wed, Sun	Employer's proposal requires this nurse to work every weekend. Employer has said their goal is to be fair in reorganizing the schedule. It is not fair to require this nurse to work every weekend (nor is it allowed per our contract unless mutually agreed) when there are others not working any weekends. Our proposal allows weekend coverage to be fair. Nurse currently working this schedule agrees to our proposal.
#16 NEW Mid Shift Variable Tue 1045, Wed 1045, Thu 1045 Fri 1145, Sat, 1045, Sun 1045	#16 NEW Mid Shift Variable Mon 1145, Tue 1445 Sun 1445 Mon 1445, Sat 1145, Sun 1145	Allows weekend coverage to be fair.
#17 NEW Mid Shift 1045 Mon, Sat, Sun Mon	#17 NEW Mid Shift Variable Fri 1145, Sat 1045, Sun 1045 Mon 1045	Allows weekend coverage to be fair and maximizes consecutive time off.
#18 Day Shift 0645 Tue, Wed, Thu Fri, Sat, Sun	#18 Day Shift 0645 Tue, Wed, Thu Fri, Sat, Sun	NO CHANGE to employer's proposal.
#19 Mid Shift Variable Thu 1145, Fri 1145, Sat 1145 Tue 1045, Wed 1045, Thu 1145	#19 Mid Shift Variable Mon 1045, Tue 1045, Sat 1145 Tue 1045, Wed 1045, Thu 1045	Allows weekend coverage to be fair. Nurse currently working this schedule agrees to our proposal.
#20 Mid Shift Variable Fri 1045, Sat 1445, Sun 1445 Wed 1445, Thu 1445, Sat 1145	#20 Mid Shift 1045 Wed, Thu, Fri Fri, Sat, Sun	Employer's proposal requires this nurse to work every weekend. Employer has said their goal is to be fair in <i>(This box continues on next page)</i>

		<p>reorganizing the schedule. It is not fair to require this nurse to work every weekend (nor is it allowed per our contract unless mutually agreed) when there are others not working any weekends. Our proposal allows weekend coverage to be fair and maximizes consecutive time off.</p> <p>Nurse currently working this schedule agrees to our proposal.</p>
<p>#21 Day Shift 0645 Fri, Sat, Sun Mon, Wed, Thu</p>	<p>#21 Day Shift 0645 Fri, Sat, Sun Mon, Wed, Thu</p>	<p>NO CHANGE to existing schedule or employer's proposal.</p>