



**Next Mediation Session:
Friday, Oct. 6, 2017**

ONA/SPCH Executive Committee

Chairperson

◇ Sean Butler,
ICU

Co-Chair

◇ Malia Phillips,
ER

Secretary

◇ (Vacant)

Membership

◇ Terri McCulley,
OR



ONA Labor Relations Representative

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Bargaining Update #3

Our Oregon Nurses Association (ONA) bargaining team has the following updates on our recent mediation sessions with the Samaritan Pacific Communities Hospital (SPCH) administration team:

Mediation on Sept. 29, 2017 — No tentative agreements resulted from this session.

Mediation on Oct. 4, 2017 — Our ONA team and the SPCH administration team reached several tentative agreements on Articles 5, 8, 13, 15, and 24:

TENTATIVE AGREEMENTS

Article 5 – Hours Worked

- SPCH agreed to change start time of the weekend to 1845 (from 2245).
- Per diem language change.
- 1-hour minimum pay for mandatory meetings, trainings.

Article 8 – Health and Welfare

- Premium rate determination.
 - Reduction in cap from 12% to 11% first year; to 10% in 2019; stay at 10% in 2020.
- SPCH agreed to delete health care reform.

Article 13 – Leave of Absence

- Our ONA team choose to stay with most of the original language and declined SPCH's request to delete language and revert to SPCH policy.

Article 15 – Grievance Process

- Our ONA team declined SPCH's proposal of including human resources (HR) in all the steps in the grievance process.

Article 24 – Duration

- Our ONA team stood firm with our current contract language to have a 3-year contract. SPCH had proposed a 17-month contract.



Your ONA Bargaining Team

Standing from left to right: Nicole Brock-Martinez, RN, Operating Room; Terri McCully, RN, Operating Room; Sean Butler, RN, ICU; Laura Black, RN, Emergency Room; Chesley Parker, RN, Med/Surg; and Rhiannon Updenkelder, RN, Women's Center.

Seated from left to right: Sharon Suchy, RN, Women's Center, and Malia Phillips, RN, Emergency Room.

Bargaining Update #3 (continued from page 1)

ISSUES STILL ON THE TABLE

Article 4 – Compensation

- Our ONA team is seeking movement toward a uniform step scale with our sister Samaritan Health System (SHS) facilities.
- Continued discussion of wages and premiums.
- SPCH continues to decline proposal of short call premium regardless of recent practice of offering short call premium.
- Resource/float nurse differential: our ONA team proposed adding a resource/float nurse shift differential.

Article 9 – Paid Time Off (PTO)

- SPCH has stated they have no interest in increasing PTO accrual rates and prefer to maintain a two-tier PTO accrual system.

- SPCH also declines to increase the maximum PTO accrual bank from 550 hours as our ONA team requested.

Article 10 – Holidays

- SPCH continues to attempt to break the holidays into two separate groups, and changed their proposed holiday language from major/minor to fall/summer with the intention of changing premium pay rates.
- SPCH would like to change current language for holiday premium to majority hours worked that fall on the holiday, and to change language concerning pay for New Year's Day.

SPCH has declined all our ONA team's proposals regarding a float/resource nurse, woman's clinic as a closed unit, and surgical services.

ONA Strategic Planning Survey

Help Create a Common Vision for Our Future

Right now, ONA is beginning a multi-step process to create a strategic plan that will guide our organization over the next 3-5 years.

This process will be member-led and member-driven, so we need your help and guidance along the way. One of the most important things you can do to help is to complete your ONA strategic planning survey as soon as possible.

Your opinions will determine which policies and programs ONA prioritizes now and in the future. With your help, we can create a plan that meets all members' needs.

Completing your survey takes less than 10 minutes.

To learn more about the ONA Strategic Planning Process and to complete the survey, visit:



www.OregonRN.org/2017ONASurvey