



Oregon Nurses Association  
Bargaining Unit Newsletter

Oct. 12, 2017

# Samaritan Pacific Communities Hospital (SPCH) Newsletter



## Bargaining Unit Meeting!

Thursday, Oct. 12 - 5-8 p.m.

Educational Conference Room

### ONA/SPCH Executive Committee

#### Chairperson

◇ Sean Butler,  
ICU

#### Co-Chair

◇ Malia Phillips,  
ER

#### Secretary

◇ (Vacant)

#### Membership

◇ Terri McCulley,  
OR



#### ONA Labor Relations Representative

Christine Hauck  
503-302-1813

[Hauck@oregonRN.org](mailto:Hauck@oregonRN.org)

**ONA** Oregon  
Nurses  
Association  
Voice of Oregon Nurses Since 1904

#### Oregon Nurses Association (ONA)

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Suite 200, Tualatin OR 97062

1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

## Bargaining Update #4



*On Oct. 6, 2017, nurses in surgical services at addressed the SPCH administration team regarding the need for a separate contract article*

*that specifically addresses surgical services. Our ONA bargaining team thanks these nurses for their support and willingness to stand together!*

On Oct. 6, negotiations between our Oregon Nurses Association (ONA) bargaining team and the Samaritan Pacific Communities Hospital (SPCH) administration team continued late into the evening. Our team was assisted by Tom Doyle, an attorney with the law firm Bennett Hartman Morris & Kaplan, LLP, and we

teleconferenced with Christine Hauck, our ONA labor relations representative.

Beyond a tentative agreement on definitions (Article 2), there was no major movement by SPCH administration on our proposals regarding paid time off (PTO), holidays, compensation, and a float/resource nurse pool. SPCH

administration clarified their stance further when Lesley Ogden, MD, CEO of SPCH, met with our ONA bargaining team. She said SPCH administration does not have financial justification for a float/resource nurse pool. In response to our questions about staffing shortages and the inability to maintain enough

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## Mid-Negotiation Survey

We need your feedback! We're conducting a mid-negotiation survey to ask your opinion on components of the contract articles still on the table for negotiation. The link to the survey is available on our bargaining unit webpage, or you can take the survey by going to:

<https://www.surveymonkey.com/r/2017-SPCH-mid-survey>

The deadline to respond to the survey is **noon on Friday, Oct. 20.**

## Bargaining Update #4 (continued from page 1)

intensive care unit (ICU) and acute care unit (ACU) staff to receive patients, Ogden said the hospital's admissions are dropping overall, and volumes are particularly down in obstetrics (OB) and the emergency room (ER). She said, "I would call a resource nurse unnecessary."

Nurses in surgical services came to the bargaining session to show their support for our ONA team and to speak directly to SPCH administration about the need for a separate contract article that specifically addresses surgical services. Such articles appear in every other Samaritan Health

System (SHS) bargaining unit contract. In our contract, this article should detail a desirable compensation package to promote retention and recruitment of nurses on this unit. Thank you, nurses in surgical services! Our bargaining team appreciates your support. We are stronger together! SPCH administration heard the nurses' statements and gave responses, but were unable to fully address their concerns, especially in regard to call requirements.

Our ONA bargaining team and attorney Tom Doyle feel it's in our best interest to enter mediation,

based on the lack of movement by SPCH administration on several of our key proposals, including bringing our wages up to parity with other SHS facilities (for example, nurse wages at SPCH are 6.5 percent behind those at our sister hospital in Lebanon). Mediation is tentatively set to begin Oct. 23; however, we are currently waiting on confirmation of exact dates from the federal mediator. We will update you as information becomes available.

**Fair Contract  
for Nurses**

## Mediation FAQ

### What is mediation?

Toward the end of contract negotiations, movement can be difficult for hospital administration and for our ONA bargaining team. At that point during bargaining, enlisting the help of the Federal Mediation and Conciliation Service can be useful. A federal mediator can have independent and objective conversations with both sides to get negotiations moving again toward an agreement.

### Is mediation common?

Yes. Many ONA contracts require mediation toward the end of the negotiation process.

### What is the mediator's role?

We should start with the fact that a mediator does not have binding authority to dictate any terms of a settlement. The mediator's sole objective is to get both sides to an agreement through recommendations and facilitating discussions.

They are not employed by either the hospital or by ONA and therefore can bring a more neutral perspective. However, it's important to note that their job is not to help us get a good contract. Their job is to get us to an agreement—regardless of whether it address nurses' and patients' concerns.

### What happens during mediation?

Typically, our team is in one room, and the administration team is in another. The mediator will have already been notified of outstanding issues on the table. During the mediation session, they will have separate conversations with both sides to get a better understanding of what each party can live with or can't live without. They will get permission from each team about what they can share with the other party. In this way, the mediator can help facilitate conversations and keep things moving forward during bargaining.

Our ONA bargaining team and the SPCH administration team continue to negotiate toward a tentative agreement on a new contract. However, if we are unable to reach an agreement, our team may ask nurses at SPCH to vote to authorize an informational picket.

### What's an informational picket?

It's important to note that an information picket is NOT a strike. During a picket, nurses continue to work their scheduled shifts, but walk the picket line on breaks and their days off, holding signs and providing information to the general public. A picket line is held on public property, and nurses and our supporters hold

## What is an INFORMATIONAL PICKET?

signs and provide information to the general public. In the healthcare industry, unions are required to provide the employer with 10 days' notice before holding an informational picket.

### How can I help our bargaining team?

Our ONA bargaining needs your feedback! Please take [our mid-negotiation survey](#) and tell us your opinion on the outstanding contract issues still on the table. The survey also gives you the opportunity to tell us if you would support an informational picket in the event

that our ONA team and SPCH administration can't reach a tentative agreement.

If nurses at SPCH show support for a picket, our

ONA bargaining team will keep negotiating toward a tentative agreement with SPCH administration, and will hold a formal vote to authorize an informational picket at a later time and only if a tentative agreement cannot be reached.

In the meantime, please sign our petition! (See page 4 of this newsletter for more information.) All bargaining team members have a copy of the petition that you can sign. You can also take copies and collect signatures from our supporters in the community.

## ONA Strategic Planning Survey

### Help Create a Common Vision for Our Future

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

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:**

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[www.OregonRN.org/2017ONASurvey](http://www.OregonRN.org/2017ONASurvey)

