



Oregon Nurses Association  
Bargaining Unit Newsletter

Nov. 10, 2017

# Samaritan Pacific Communities Hospital (SPCH) Newsletter

## ONA/SPCH Executive Committee

### Chairperson

◇ Sean Butler,  
ICU

### Co-Chair

◇ Malia Phillips,  
ER

### Secretary

◇ (Vacant)

### Membership

◇ Terri McCulley,  
OR



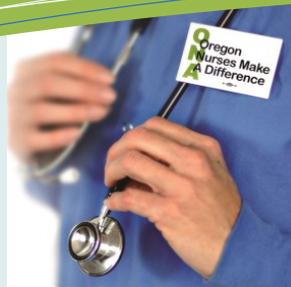
### ONA Labor Relations Representative

Christine Hauck  
503-302-1813  
[Hauck@oregonRN.org](mailto:Hauck@oregonRN.org)



### Oregon Nurses Association (ONA)

18765 SW Boones Ferry Road  
Suite 200, Tualatin OR 97062  
1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)



## Contract Ratification Vote

Online Voting: Nov. 10 (8 a.m.) - Nov. 15 (9 a.m.)

Vote Online Now!

<https://www.surveymonkey.com/r/2017-SPCH-contract-vote>

In-person Voting: Nov. 16 only! 7 a.m.-7:30 p.m.,  
Pre-Op Office, 1st floor (across from Ed. Room)

## TA HIGHLIGHTS! Bargaining Update #7

Our Oregon Nurses Association (ONA) bargaining team recommends a **YES vote** on the tentative agreement (TA) on a new contract between ONA and Samaritan Pacific Communities Hospital (SPCH). A

[“redlined” version of the TA](#) showing all changes to contract language is available on [our bargaining unit webpage](#). Here are a few highlights of the TA our bargaining wants to share with you:

**WAGES** Wages across the board will **increase 3% retroactive to Aug. 21, 2017, increase 3% in 2018, and increase 3% in 2019.**

With ratification, the wage scale will have an **adjustment worth 1.57%.**

This adjustment is to **bring our step scale in line with our sister hospitals.** Your current ONA bargaining team built on the work of past ONA bargaining teams at SPCH, who have worked for the last several contract cycles to make our wages

more competitive with our sister hospital so we can recruit and retain nurses at Newport.

**See page 2 to compare wage scales** in our TA and in the current Samaritan Lebanon Community Hospital (SLCH) contract.

## DIFFERENTIALS

**New Float Nurse 1 differential:** \$2.00/hour (see “Contract Language” below; process of developing/implementing differential will start upon ratification).

**BSN/MSN:** increase to \$1.00/hour.

**On-call:** increase to \$4.75/hour.

**Holiday on-call:** increase to \$5.00/hour.

**Evening shift:** increase to \$2.05/hour.

**Night Shift:** increase to \$4.50/hour (start), \$5.25/hour (4-8 yrs), \$5.75 (9 or more yrs).

## CONTRACT LANGUAGE

### Surgical Services

**language** is a new article in the contract this year. Our ONA bargaining team worked to bring many pieces of the contract and policy into one section for the surgical services department. This language is

a great start, and we will continue to work on perfecting this article in the future.

**Float Nurse 1 language** is a new memorandum of understanding (MOU), which you can find at the end of the contract. Upon ratification, ONA and SPCH administration will begin

working to develop this new job description together.

**Vacation request times** will increase to twelve months in advance (from current six months). (Note: we will keep using current language on approving vacation requests while our bargaining team works to clarify timelines for managers responding to those requests.)

## TA Highlights—WAGES (continued from page 1)

### WAGE SCALES: Years of working toward parity

#### Our TA's New Wage Scale for SPCH

Samaritan Pacific Communities Hospital  
ONA Wage Table - Effective 7/1/17 through 6/30/20

Step #	Before Ratification	8/21/2017* 3%*	7/9/2018 3%	7/8/2019 3%
Step 1	\$33.91	\$35.59	\$36.66	\$37.76
Step 2	\$34.93	\$36.66	\$37.76	\$38.89
Step 3	\$35.98	\$37.76	\$38.89	\$40.06
Step 4	\$37.06	\$38.89	\$40.06	\$41.26
Step 5	\$38.17	\$40.06	\$41.26	\$42.50
Step 6	\$39.32	\$41.26	\$42.50	\$43.77
Step 7	\$40.50	\$42.50	\$43.77	\$45.09
Step 8	\$41.71	\$43.77	\$45.09	\$46.44
Step 9	\$43.38	\$45.09	\$46.44	\$47.83
Step 10	\$45.11	\$46.44	\$47.83	\$49.27
Step 11	\$46.92	\$47.83	\$49.27	\$50.75
Step 12	\$48.80	\$49.27	\$50.75	\$52.27
Step 13	\$50.75	\$50.75	\$52.27	\$53.84
Step 14	\$52.27	\$52.27	\$53.84	\$55.45
Step 15	N/A	\$53.84	\$55.45	\$57.12

\*8/21/17: 3% across-the-board increase plus Wage Scale  
Restructure with an average increase of 1.6%

These tables show the wage scales in our new TA with SPCH (left) and in the current Samaritan Lebanon Community Hospital (SLCH) contract (bottom left).

During this year's contract negotiations, our ONA bargaining team built on the work of past ONA teams at SPCH who worked for the last several contract cycles to make our wages more competitive with our sister hospitals so we can recruit and retain nurses at Newport.

While we didn't achieve complete parity, **we are the closest we've ever been and have momentum** as we look ahead to the next contract.

#### Current Wages at Our Sister Hospital SLCH

Samaritan Lebanon Community Hospital—ONA Wage Table 2016-2018

Years of Service	Hospital	Current	7/1/2016	7/10/2017	7/9/2018
			3% Increase	3% Increase	3% Increase
0	Step 1	\$34.04	\$35.06	\$36.11	\$37.19
1	Step 2	\$35.06	\$36.11	\$37.19	\$38.31
2	Step 3	\$36.11	\$37.19	\$38.31	\$39.46
3	Step 4	\$37.19	\$38.31	\$39.46	\$40.64
4	Step 5	\$38.31	\$39.46	\$40.64	\$41.86
5	Step 6	\$39.46	\$40.64	\$41.86	\$43.12
6	Step 7	\$40.64	\$41.86	\$43.12	\$44.41
7	Step 8	\$41.86	\$43.12	\$44.41	\$45.74
9	Step 9	\$43.12	\$44.41	\$45.74	\$47.12
11	Step 10	\$44.41	\$45.74	\$47.12	\$48.53
13	Step 11	\$45.74	\$47.12	\$48.53	\$49.98
15	Step 12	\$47.12	\$48.53	\$49.98	\$51.48
20	Step 13	\$48.53	\$49.98	\$51.48	\$53.03
25	Step 14	\$49.98	\$51.48	\$53.03	\$54.62
30	Step 15	\$51.48	\$53.03	\$54.62	\$56.26