Let’s Get Prepared for 2023 Contract Negotiations

Help Wanted!

Do you have issues? No, no, not those kinds of issues - workplace issues, PeaceHealth issues. The things that make you ask, “What can I do to change or fix this issue?”

Well, do we have an opportunity for you!

ONa contract negotiations will be starting early 2023. The SHHCS/ONA executive committee is looking for a few nurses to join us in additional temporary positions for negotiations. Here’s some information on what it means to volunteer for the bargaining team.

Qualifications

Experience as a steward and/or current or previous experience on an ONA committee is helpful, but not required. Familiarity with the contract is also helpful, but you will learn along the way. Seriously, you’ll learn so much. The basic qualifications are a willingness to engage in the work and represent the needs of your co-workers as a member of a team.

Expectations

Attendance and participation in prep sessions and a day-long team training that will be held later in the fall. You must also participate in the majority of negotiation sessions, which are usually around eight hours long, until we’re near the end, then they’ve been known to go really, really late. Like night shift lunch time late.

Compensation

This is a volunteer position so your main compensation is the knowledge that you’ve helped in taking steps to make our contract even stronger, and the undying gratitude of your coworkers for doing so. Not enough? Ok, how about a stipend to (mostly) compensate for shifts lost due to negotiation sessions. And lunch. Sometimes it’s Grub Hub, sometimes it’s catered by our nurses, but definitely lunch.

If you have questions, or are interested in being a member of the team or alternate (fill-in) for bargaining, talk to one of the Executive Team members listed on the front of the newsletter, or contact your ONA labor rep:

- Laura Lay
  Lay@OregonRN.org
- Claire Syrett
  Syrett@OregonRN.org
- Tyler Whitmire
  Whitmire@OregonRN.org
WE NEED YOUR HELP RIGHT MEOW!

We need your help right meow! Be a cool CAT and join the fight for a fair contract.

Do you like to be the first one with important information? Did you get in trouble for talking too much in school? No? What about last week in some meeting? Yeah, thought so. Well, meow your fellow nurses need your “communication skills.”

The ONA Executive Team (soon to be the Negotiating Team) is looking for nurses to be members of the Contract Action Team, aka CAT team. We are hoping to have a few nurses from each program. More would be good, too, but we are not greedy. (Once in negotiations we were called “greedy nurses.” Sticks and stones, but that doesn’t mean we forget.)

The CAT members will be the first to know what happened in contract negotiations and will pass that information on to their units.

The team will also spread the word when we will be planning actions like stickering up, wearing black (remember the hit “Push back, wear black” from the last contract?) buttons, etc., and then bringing the nurses feedback, reactions and questions back to the negotiating team to help advise their work at the bargaining table.

Don’t worry, there will be training, and probably a few meetings, but the time commitment is much less than being part of the bargaining team. Of COURSE you are welcome to sit in on bargaining sessions. EVERY ONA member is welcome there. It is just not required to help in negotiations in this way, and you’ll still be the one “in the know.”

If you have more questions or are interested in the chance to keep your fellow nurses informed, contact one of our labor reps:

♦ Laura Lay, Lay@OregonRN.org
♦ Claire Syrett, Syrett@OregonRN.org
♦ Tyler Whitmire, Whitmire@OregonRN.org

Oh, and one more thing. This is a volunteer position, meaning there is no pay. Think of it as a labor of love and the opportunity to help ensure we get a strong contract, (and maybe the desire for some extra attention.) So don’t put this off. Email one of the labor reps, right meow.

SHHCS ONA LEADERS EARN ACCOLADES AT ONA CONVENTION

Your PNCC Members were recognized at the ONA statewide convention! They were nominated for the “Outstanding Local Bargaining Unit Leadership Award”. Congratulations to this amazing group of leaders for their unwavering advocacy and leadership!

Four of your nurse leaders were also nominated for the “Adversity Award” for their involvement in a difficult grievance and Unfair Labor Practice Case. These nurses experienced bullying and intimidation in their roles as leaders and ultimately prevailed in holding upper management accountable to their bad behavior.

A big shout out to Allison Hyder, Desi Atwater, Alicia Harrison, and Becca Coons for this nomination!

ONA WINS SETTLEMENT OVER EXCESSIVE QUARANTINE

Over the past year, your ONA representatives have worked diligently to achieve a fair settlement for nurses who were forced to quarantine for more the 14 days during the pandemic.

Eighteen nurses will be made whole for loss of pay or PTO after they were directed by Employee Health to stay home in some cases for 21 days.

Many of these nurses had to use their own PTO or go without pay for missed shifts. While it took a long time to make sure the data was correct and all missed shifts were accounted for, it was worth the effort to ensure these nurses were made whole.

This is a small but important victory coming out of the pandemic.
UPDATES FROM YOUR ONA EXECUTIVE TEAM

SHHCS has many different contractually negotiated committees. The Executive team, the PNCC (Professional Nursing care Committee), the Staffing Task Force, PNAP (Professional Nurse Advancement Program), and the Workplace Violence Prevention committee.

These committees all have different purposes but some commonalities as well. Their overarching goals are to enforce our collectively bargained agreement “The contract” and to help create and advocate for overall better working conditions for all involved. We have an amazing group of dedicated nurse leaders participating in these committees.

In addition to our routine committee meetings, we have recently started meeting as a group. This allows for better communication and flow of information between these committees.

Helping us to keep in touch on the issues that each group is working on, to reduce duplicated work, and to allow for collaboration on issues that are important to you. There is a saying I once heard, “We are stronger when we listen and smarter when we share.” Rania Al-Abdullah.

As we prepare for the upcoming negotiations, the flow of communication between all entities will be the key to getting the outcomes we seek. The hope is these meetings will help strengthen the bonds between the teams by promoting collaboration and creativity. This new alliance forming between our elected nurse leaders is still in its early stages; however, the overall feeling is positive and energizing as the leaders learn the interworking’s and purpose behind each committee.

~ Jo Turner, SHHCS Executive Team Chair

PNCC CORNER

THE PNCC HAS BEEN BUSY AND IS WORKING ON THE FOLLOWING THINGS:

1. Encouraging and facilitating nurses to utilize our contractual continuing education funds and hours in a fair and equitable manner. We identified the main professional conferences for each department and encouraged nurses to attend these larger conferences. We have had a great response! Do you have questions about how to utilize education or tuition funds? Please reach out to a member of the PNCC!

2. Continued collaboration with the OSBN to provide quarterly trainings to our SHHCS nurses and managers; the next one will be on documentation and should be coming up in November so stay tuned for this very important training!

3. Supporting the local Black Thistle Street Aid program by collecting and providing them with expired/unusable wound care supplies.

4. Tracking SRDF submissions and responses from management. The PNCC has provided each department with SRDF training thanks to Matt Calzia-ONA NPC; if you missed out, please reach out to any PNCC member for more information.

5. Continued work with management escalating new and ongoing concerns impacting nursing practice, patient safety, morale, and retention brought forth by Home Health nurses.

6. Starting to plan for upcoming contract negotiations and what types of changes would support/benefit nurses the most.

If you have questions about what the PNCC is working on, please reach out to one of our members. Alicia Harrison (HI) Chair, Joy Straub (HH), Becca Coons (HH), Cindy Rasavage (HH), Allison Hyder (HO), and Chelsea Hanno (HO).
STAFFING TASK FORCE CORNER

We recently welcomed new members to the Staffing Task Force: Erin Grace, on call RN for Hospice and Home Health and Stephen Nielsen, also an on call RN with Hospice. Stephanie Price is the member from Home Infusion and Alison Tharp is the co-chair and works in Home Health.

We are currently recruiting for an additional RN from Home Health so please reach out to Alison Tharp or Laura Lay if you may be interested or to nominate a co-worker!

Current Projects:
Home Health – We are currently working on staffing on weekends for Home Health and in review is a plan for trialing voluntary on-call for unexpected absences. There has also been a lot of discussion in Home Health about the definitions of complex routine and extended mile visits and we are currently seeking clarification of these so the team can be educated in how to use these types of visits.

Home Infusion – There have been no recent staffing concerns or staffing changes reported by Home Infusion.

Hospice – We discussed the issue of staff nurses filling in on coordinator work and the need for pay differential when this occurs. We also have a subcommittee working on a draft proposal for PTO for after hours nurses.

The committee also discussed how to communicate patient information in a way that would be helpful to on-call nurses. A request was made to use the “specialty comments” to document subjective information such as animal or family issues, safety concerns, etc. We also discussed making sure that the on-call nurses were informed about who is available to assist them if needed during their shift.

If you have questions or concerns to escalate around staffing, please reach out to one of your Staffing Task Force members.

~ Alison Tharp, Staffing Task Force Chair

WORKPLACE VIOLENCE AND PREVENTION COMMITTEE

The workplace violence and prevention committee meets monthly on paid time and is seeking a hospice nurse representative to join the committee.

If you may be interested, please reach out to Charlotte Miller, WPVP Co-Chair.

Introductory Steward Training
- Oct. 15
- Nov. 10
- Dec. 3

Grievance Handling Training
- Nov. 28

Building Power Training
- Oct. 28
- Dec. 10