Oregon Nurses Association

Sacred Heart Medical Center (SHMC) & Sacred Heart Home Care Services (SHHCS)

Bargaining Update # 4

Join Us During Negotiations!

**OUR NEXT NEGOTIATIONS WILL BE HELD ON MARCH 20 & MARCH 21**

**IN ROOM 200 ALL AT RIVERBEND FROM 10:00 A.M. TO 5:00 P.M.**

- **MONDAY, MARCH 20:** Medical Center in the morning and Home Care in the afternoon.
- **TUESDAY, MARCH 21:** Home Care in the morning and Medical Center in the afternoon.

**JOIN ZOOM MEETING:** bit.ly/3JbsHXK

**Meeting ID:** 450 007 4442

**Passcode:** KDN0C7

If you are not able to make it in person or are limited on time please join us virtually as we continue to progress through negotiations! This Zoom link will stay consistent throughout negotiations so save it and pass it on. Simply click on the above link or use your Zoom app and enter the ID and passcode.

We typically start by 1000 (10 a.m.) and go until 1700 (5 p.m.), but everyday is different. You will enter muted and need to stay muted. If you are not allowed to enter the meeting, its because we are caucusing or on break. Check in later.

In solidarity - SHMC & SHHCS Bargaining Team

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**Session Roundup**

**PEACEHealth will hire 300 NURSES IN 3 MONTHS!**

That is the Big News we were told would fix everything. None of us can figure out how that’s going to happen, but that’s what we were repeatedly told over the past 2 days. We also learned they had $3.8 Billion before COVID and only $3 Billion now. So, to fix this problem of less money, we are going to need to shorten the length of stay, take on more patients and train 300 nurses. This is the perfect formula for more moral injury and more burnout.

The **REAL BIG NEWS** today is the introduction of minimum staffing ratios, adjusted for acuity of course. More than 100 RNs showed up on Zoom or in the room to witness the event and speak on why this is so important. This proposal is in alignment with best practices, some of your current approved staffing plans, and the state law that is being proposed.

Nancy Deyhle, a 39-year nurse veteran said “I have never been afraid of working hard. I’m afraid of making mistakes. Mistakes can change the lives of everyone involved. They stay with you a long time. We have been taught to say something if we see something wrong. We see wrong things happening in the UBC right now, because someone in Vancouver told us the PI needs to change. We are not opposed to trying new things, but we are opposed to doing the same thing over and expecting different results. It’s called insanity.”

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The local Firefighters Union President, Kris Siewert, spoke about how the staffing shortage impacts fire and rescue efforts. Sometimes 5 or 6 ambulances are stuck outside the hospital while they are told Sacred Heart has plenty of beds, but not enough nurses. This prevents patient care and the ability to respond to other emergencies because their staff are stuck here waiting to be admitted.

Another RN said she started in 2017 in the first residency cohort on MedSurg and there were many veteran nurses then. Now, there are none of them left. She is now the veteran training new nurses. The veterans who left no longer felt they could provide care that was safe or reasonable. In the middle of it all we get friendly reminders that patients need regular baths to maintain hygiene, but who has the time? We were told that the budget changes would not be felt much on our unit because it’s already so bad. Yea! A silver lining. One weekend night shift, everyone was a traveler. The one regular RN was meal and break nurse. She just left. ED RNs also spoke of the changes in culture, loss of veterans, and increase in boarding over the past few years. It has reached a crisis impacting every facet of patient care and nurse safety. A rapid response RN showed up at the hospital last week and saw 90 people on the ER board: 30 in the beds, 30 in the waiting room, and 30 boarding! We also had RNs speak from CVOR, 8 Medical, Rehab, Care Management, and 7 surgical that Safe Staffing Saves Lives.

SHMC responded by saying that there was a lot to think about.

ONA meets with officials on Safe Staffing Legislation

Last weekend, members of our bargaining unit had a listening session with a number of our state legislators including Senator Manning, Senator Prozanski, Representative Fahey, and Representative Holvey to discuss safe staffing at our local PeaceHealth facilities and home care.

After a number of heartfelt stories, the legislators responded with their own stories and frustrations with the situation that we are currently dealing with. Senator Manning, a co-sponsor of the Safe Staffing Bill, has committed to stand with us in our bargaining unit contract and ONA safe staffing bill campaigns.

Thank you to everyone who took time out of their Sunday to join us!
Sacred Heart Home Care Bargaining Update

The focus of the home care negotiations on March 8 and 9 was our per diem policies and expectations; health and welfare; and our staffing committee.

Unfortunately, the lead negotiator for PeaceHealth indicated a lack of appreciation and understanding for the incredible work of per diems. There was little regard of the value they bring to staff and patients, especially because per diems are usually nurses that have a wealth of knowledge and are a very “low cost” to the agency.

Next, the bargaining team made a proposal surrounding PeaceHealth’s obligation to provide resources to nurses like affordable, quality healthcare that is actually accessible. We also proposed improvements to our workplace exposure language due to the treatment of our nurses during the pandemic and the assertion that nurses who contracted COVID-19 had likely contracted it outside of work despite their extreme exposure.

Lastly, your bargaining team proposed to elevate the staffing task force from being an appendix to entering the contract as a formal committee to allow them the official capacity to continue advocating for safe staffing practices in home care and to recognize the collaborative work this committee has done.

All the teams’ proposals were directed towards our goals of increased retention, recruitment and respect.

Your ONA Bargaining Team!

Other Updates

ONA Issues Demand to Bargain on Time Keeping Changes and Mandatory Call for Labor and Delivery

While we try to bargain a new contract, PeaceHealth keeps throwing new challenges into the mix. ONA has issued a cease and desist on the changes to time keeping and a formal demand to bargain over the issue. If they go ahead and implement these changes without bargaining, ONA can file an unfair labor practice (ULP) charge against them as they have a legal obligation to meet and bargain over this change before implementing it.

ONA has also filed a demand to bargain over the announced change to make Labor and Delivery a mandatory call unit. This is a major change for this unit that needs to be negotiated.

We will keep you updated on these issues as we work to address the many problems these changes will cause. We anticipate the time keeping changes to result in major problems in your pay checks and we will be working hard to prevent and reverse those over the next few weeks.

Update on Action

YOUR CONTRACT ACTION TEAM (CAT) WOULD LIKE FOLKS TO CONTINUE TO WRITE MESSAGES TO THE BARGAINING TEAM WISHING THEM GOOD LUCK DURING NEGOTIATIONS!

We have distributed four-leaf clovers for messages to be written on! We will be collecting all of them by March 17 in room 22Y! We plan on displaying them in negotiations on March 20! We will be tabling between 0730 (7:30 a.m.) - 0900 (9:00 a.m.), 1300 (1:00 p.m.) - 1430 (2:30 p.m.) and 1830 (6:30 p.m.) - 2000 (8:00 p.m.).

We have also modified our current PTO form to reflect the St. Patrick’s Day theme and we are continuing to ask folks to donate what time they can to our bargaining team who are working so hard on this contract and giving up so much of their time! Please bring these to us by March 17 as well!