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 SHMC 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 on PNCC, Staffing Committee, Unit Based Practice Council, etc., 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. Participation 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 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 nursing units, but definitely lunch.

The ONA SHMC executive is in the process of interviewing candidates soon. We are especially eager to recruit nurses from OHVI 4 and 5 and from the Med/Surg floors.
If you have questions, or are interested in being a member of the team, talk to one of the Executive Team members listed on the front of the newsletter, or contact one of our ONA labor reps:

**ONA LABOR REPRESENTATIVES**
- Laura Lay: Lay@OregonRN.org
- Claire Syrett: Syrett@OregonRN.org
- Tyler Whitmire: Whitmire@OregonRN.org

**Let’s get prepared for 2023 Contract Negotiations!** Continued from page 1

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 huddle? Yeah, thought so. Well, meow your fellow nurses need your “communication skills.”

The ONA Executive Team (soon to be the Contract Negotiations Team) is looking for nurses to be members of the Contract Action Team, aka CAT. We are hoping to have at least one nurse from each unit. More would be good, too, but we are not greedy. (Once in negotiations we were called “greedy nurses.” Sticks and stones, bro, 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 reactions and questions back to the negotiating team.

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.

Oh, and one more thing. This is a volunteer position, meaning there is no pay. There is a good chance you could score a couple of PNAP points, but mostly you’ll be doing it purely from the goodness of your heart, 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.
Sacred Heart Leaders Earn Accolades at ONA Convention

Rob is the nurse co-chair of the University District (UD) Nurse Staffing Committee (NSC), a role he has held since Riverbend and UD had to create separate staffing committees. Rob has dedicated countless hours making sure the UD NSC is as effective as possible in its work. Rob took on a big challenge in stepping into the role of staffing committee chair when the SHMC UD NSC was initially formed a few years ago.

Rob is effective on pushing back when administration attempts to circumvent the Hospital Nurse Staffing Law and required protocols. Rob’s work developing a data driven proposal to support the creation of meal and break positions helped lead to the creation of those positions not only at UD but also at Riverbend. Rob has been a tireless leader advocating for ONA nurses not only in his role on the UD NSC but also as a steward and now an incoming member of the Contract Negotiation Committee.

Please join the SHMC ONA Executive Committee in congratulating Rob and Nancy on receiving these well-deserved awards.

ONA Wins Settlement Over Excessive Quarantine

Over the past year, your ONA representatives worked diligently to achieve a fair settlement for nurses who were forced to quarantine for more than 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.

Nancy Deyhle (ICU) and Rob Sabin (University District Float Pool) (pictured here) each received ONA Labor Cabinet awards for their outstanding work on behalf of Sacred Heart ONA nurses. Rob was honored as Outstanding Union leader at the virtual 2020 ONA Convention and Nancy was given the Outstanding Grievance Representative award at the 2022 Convention. The ONA SHMC executive committee was finally able to present the awards in person to Nancy and Rob this month.

Nancy has served as the steward council captain for SHMC for almost two years. A skilled and dedicated steward, Nancy’s focus never wavers from making sure every nurse she represents is treated fairly and professionally. She is ready to go toe-to-toe with management and make sure things are done right. Nancy routinely files and processes grievances working closely with the impacted nurse. She is often able to work out settlements that are beneficial to members to resolve grievances. Nancy also serves as the nurse co-chair of the SHMC Nurse Staffing Committee and is a member of the SHMC executive committee.