

SHMC Executive Committee

Chair: Chris Rompala (OR)
Vice Chair: Kevyn Paul (UD-ED)
Nancy Deyhle (ICU)
Jess Detering (Labor and Delivery)
Tonya O'Dell (OR)
Lisa Diriwachter (PACU)
Stacey Wetherell (Oncology)
Jennifer Fain (7 Surgical)
Traci Benson (Out Patient Endo)

ONA Labor Representatives

Tyler Whitmire
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Laura Lay
Lay@OregonRN.org
Tizoc Arenas
Arenas@OregonRN.org

Steward Council Captain

Nancy Deyhle (ICU)

MEMBERSHIP QR CODE



JOIN TODAY!

Oregon Nurses Association (ONA)
18765 SW Boones Ferry Road Suite 200,
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1-800-634-3552 within Oregon
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PeaceHealth wants to separate Home Care and Medical Center Teams

PeaceHealth is already indicating how they plan to approach contract negotiations next year, and it's not pretty. The Sacred Heart Medical Center and Home Care ONA executive leadership had a preliminary conversation with Mike Harrington, the PeaceHealth system director of labor relations, and Justin Thomas, the Oregon network director of labor relations, recently. Mike started the meeting by announcing that they were going to split the Medical Center and Home Care negotiations into separate tables. Needless to say, Mike's announcement did not go over well with the nurse leaders.

For those unfamiliar, the Sacred Heart Medical Center and Home Care nurses have negotiated their contracts together for over a decade. This has helped to ensure that the home care nurses, who are a much smaller bargaining unit, are not left behind. It is also important because the two contracts have reciprocal language allowing nurses to hold jobs in both bargaining units. The wage scales are identical for ease of paying nurses correctly who work under both contracts. And doing both at the same table is much more time efficient for everyone.

While legally ONA can't force PeaceHealth to bargain both contracts together, we provided Mike and Justin with the many reasons we have done this for years and why it works both for the nurses and for PeaceHealth. But they didn't seem to care. Mike even used the condescending "I know change is hard" response instead of having an honest dialogue with your nurse leaders. When we pushed them for the reasons why they wanted to split them up, their only response was that the Home Care nurses work was so unique they "deserved" their own separate negotiation. We took this to mean PeaceHealth is seeking to make major changes to the Home Care contract and doesn't want the power of the Medical Center nurses interfering. Of course, Mike would not share if they planned to make major changes to the contract.

This is not a positive start to the bargaining process. It is disrespectful to both ONA bargaining teams and to you as members. Your leaders will continue to push back against this bad idea and maintain a tradition that has served everyone so well for so long. We will not let the Home Care nurses be separated and left

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PeaceHealth wants to separate Home Care and Medical Center Teams *continued from page 1*

vulnerable to ending up with a bad contract.

In addition, PeaceHealth administration has refused to meet with the SHMC and SHHCS bargaining teams to discuss a proposal for the nurses to be paid during negotiations. The teams want to discuss this since during the last negotiations, which went for an unprecedented 24 sessions, members of your bargaining team lost a lot of income attending the meetings and it was a true financial hardship on them. While the team can ask for donations of PTO from members, no one has any PTO to spare right now with the triple whammy of RSV, flu and Covid hitting everyone.

Mike has asserted that ONA can pay the nurses to negotiate but that is false. Your bargaining unit does have some money and can pay team members a stipend, but that will not fully replace lost wages. Management is paid for their time, and it seems fair to ask PeaceHealth to pay nurses too. We had hoped Mike would at least agree to hear our team's proposal, but he has flatly refused to meet, another indication that negotiations are going to be challenging.

Survey Says.....

Don't forget to take the pre-negotiation survey! We need to hear from you! We use the survey results to inform our proposal and overall strategy for negotiations. Your voice is important so make yourself heard!



Date set for Contract Negotiations

Negotiations start February 8! You are encouraged to sit in on negotiations as much as possible. We especially want people there for the first day to show support for your bargaining team. We will send out the location once that is set. Here are the dates for negotiations:

FEBRUARY 8

FEBRUARY 9

FEBRUARY 13

FEBRUARY 14

MARCH 1

MARCH 2

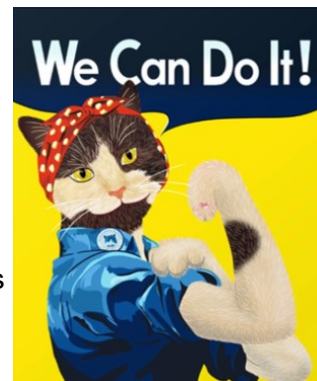
MARCH 8

MARCH 9

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).

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We Need Your Help Right Meow! *continued from page 2*

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:

- ▶ **TYLER WHITMIRE:** Whitmire@OregonRN.org
- ▶ **LAURA LAY:** Lay@OregonRN.org
- ▶ **TIZOC ARENAS:** Arenas@OregonRN.org

We are ONA

Introducing Your New Sacred Heart ONA Labor Rep

We are very pleased to welcome ONA labor relations representative, Tizoc Arenas, to the PeaceHealth ONA team. Tizoc, who goes by “T”, is taking over for Claire Syrett, who has moved into a lead labor rep position with ONA. For the past two and a half years, Tizoc has



been the ONA representative for Good Samaritan in Corvallis, Willamette Valley Medical Center, Lebanon Community Hospital, the Marion County Department of Health, and the American Red Cross. He brings a decade plus of experience as a labor rep and organizer to the PeaceHealth team. T will be ONA staff to the Riverbend Nurse Staffing committee, Workplace Violence Prevention committee and Health Benefits Review committee in addition to being the lead ONA rep for Surgical Services, OHVI 4 and 5, Riverbend ED, the Observation Unit and the RN Care Managers.

ONA Nurse Leaders Speak Up on Cafeteria Closure

Your nurse leaders on both the Nurse Staffing committee and Labor Management committee have pushed Sacred Heart administration to make sure evening and night shift nurses have access to food and coffee on your shifts. The closure of the cafeteria and PRN in recent months has become a crisis for those shifts in particular. Administration offered an update from the Director of Food and Nutrition that says they

“A night shift nurse without coffee is a safety concern.”

-Nancy Deyhle, experienced NOC shift ICU nurse at the December Staffing Committee meeting.

are working to fill holes in the schedule (they didn't say if they offered incentives to cafeteria staff).

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ONA Nurse Leaders Speak Up on Cafeteria Closure *continued from page 3*

If there is a time where staff is unavailable, they plan to set out a coffee cart with free snacks. If there is a third shift call out, the house supervisor will open the entire cafeteria for self-service on the honor system.

Please let your nurse leaders and ONA labor reps know if you are still not able to access food or coffee on your shifts due to the cafeteria and PRN being closed. This is a situation we can keep working to improve if it's important to enough of you.

Oregon Paid Leave Deduction

ONA DEMAND TO BARGAIN

Starting January 1, a new Oregon law will go into effect that will create a fund for paid leave for anyone who qualifies under the Oregon Family Leave Act. Funds will be collected through a payroll tax and deduction starting January 1 with paid benefits starting to be available in September. ONA supports this law and its benefits to workers. However, we are also seeking to get hospitals, including PeaceHealth, to pay the employee's contribution to the fund which is .6% of your paycheck. Your executive committee has issued a demand to bargain on this to PeaceHealth. They have agreed to meet but it's not clear if they will agree to negotiate on this proposal. Starting January 1, they plan to take .6% of your pay and send it to the state's paid leave trust fund. We believe PeaceHealth can afford to pick up the .6% and should do so instead of taking it out of your pay checks. We hope to meet with PeaceHealth before January 1 to make a proposal but if we can't, we will continue to push this proposal including at the bargaining table if necessary.

Nominations Open to Serve on RiverBend Nurse Staffing Committee!

The Sacred Heart Medical Center (SHMC) RiverBend nurse staffing committee nominations process is open. Nominations will be open through 4 p.m. on Wednesday, January 11.

The nurse staffing committee is responsible for developing, monitoring, and evaluating all unit staffing plans. Nurses meet jointly with nurse managers approximately once a month at paid meetings to discuss staffing plans and staffing concerns. They also work with their unit cluster's unit-based councils (UBCs) to develop and revise staffing plans and address staffing concerns. See Article 18 of the ONA-SHMC contract for more information about the role and responsibilities of the nurse staffing committee.

This committee meets the first Tuesday of each month for 4 - 6 hours, and the time is paid.

If you have questions, please contact nurse staffing committee co-chair Nancy Deyhle at nancydy@msn.com or Claire Syrett at syrett@oregonrn.org.

THE ONA SHMC RB NOMINATION & CONSENT TO SERVE FORM IS LOCATED ON PAGE 5 OF THIS NEWSLETTER





**Oregon Nurses Association / Sacred Heart Medical Center
Riverbend Nurse (SHMC RB) Nomination & Consent to Serve
Form Nurse Staffing Committee**

RETURN by fax to 503-293-0013 or email no later than Wednesday, January 11 at 4 p.m.!

Please try to gather a signature from every person that you nominate, including yourself. We must have a signature (which serves as a consent to serve) from each nurse before their name can appear on the ballot. **You can submit by fax to ONA at 503-293-0013 or scan/photograph the form and email to Claire Syrett at Syrett@OregonRN.org. Questions? Call Claire at 541-953-7736.**

DEADLINE IS WEDNESDAY, JANUARY 11 AT 4 P.M.!

PRIMARY POSITION	NOMINEE	NOMINEE'S HOME UNIT	SIGNATURE CONSENT TO SERVE
Labor & Delivery (LDR), Mother Baby Unit			
NICU, Pediatrics, RIC			
Short Stay Unit, PACU, Gastro Endo, OPEndo			
Main Operating Room (OR), Cardiac Surgery Unit (CVOR), Cath Lab, CPRU			
OHVI 4 & 5, Cath Lab, Dialysis			
IMCU/ICUS			
RB-Emergency Department, Observation Unit			
Ortho, Neuro, Gamma Knife			
Surgical, Medical, Oncology, OP Wound			
ALTERNATE POSITION	NOMINEE	NOMINEE'S HOME UNIT	SIGNATURE CONSENT TO SERVE
Short Stay Unit, PACU, Gastro-Endo, OP-Endo			
Ortho, Neuro, Gamma Knife			
Surgical, Medical, Oncology, OP Wound			