

### Our Bargaining Team

Jaime Beck, RN  
Juliann Underwood, RN  
Monica Meier, RN  
Robyn Ewing, RN  
Rose Keppinger, RN  
Sabrina DeVall, RN  
Stacey Mathis, RN

### Our Stewards

Jaime Beck, RN  
Julian Underwood, RN  
Rennie MacNeille, RN  
Monica Meier, RN  
Brent Powers, RN

### Membership Committee

Robyn Ewing, RN, Chair  
Brent Powers, RN  
Gnene Rineer, RN  
Rose Keppinger, RN  
Sabrina DeVall, RN  
Sheri



### Labor Relations Representative

### Oregon Nurses Association

18765 SW Boones Ferry Road  
Suite 200, Tualatin, OR 97062

1-800-634-3552 within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

**Our bargaining team won huge victories for all nurses in our contract negotiations!**

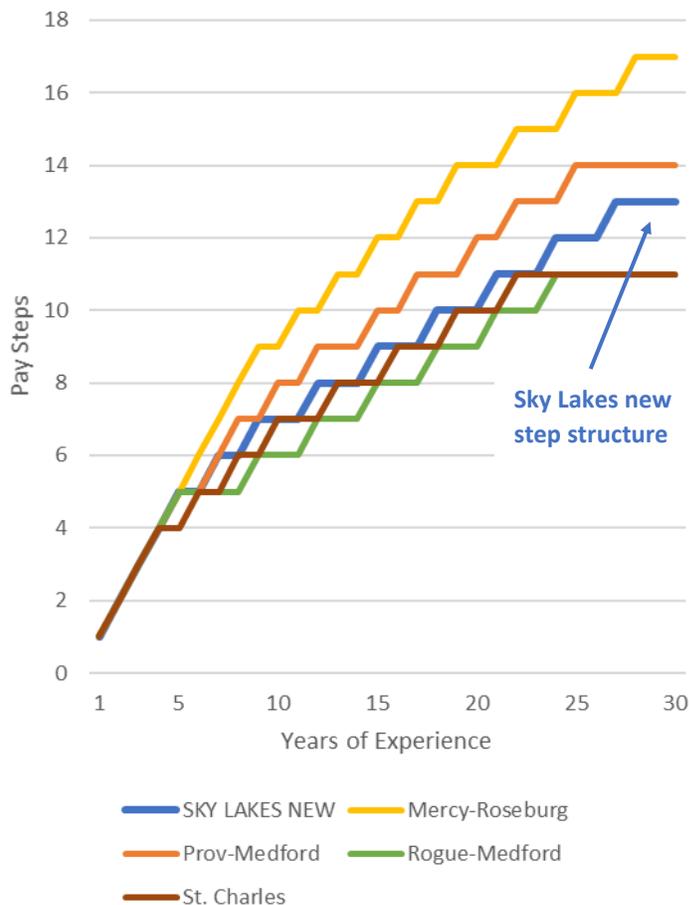
**Collectively, our negotiators worked 369 hours on your behalf, including 217 hours at the bargaining table.**

**Please consider donating paid time off (PTO) to them by completing the donation form available on your unit.**

## Tentative Agreement!

***If ratified, our contract will parallel regional hospitals; steps/wages and shared governance will align with neighboring facilities.***

New Step Structure Aligns Sky Lakes with Regional Hospitals



As we announced on Friday, Nov. 17, our Oregon Nurses Association (ONA) negotiators reached a final tentative agreement (TA) on a new contract with Sky Lakes Medical Center. To become effective, the TA must be ratified by a majority vote of all dues-paying ONA members at Sky Lakes. See page 6 of this newsletter for more details on the upcoming contract ratification vote.

We briefly highlighted our huge victories in Friday's email. This newsletter fleshes out the major changes. Please consult our [bargaining tracker](#) for complete details. You may also review a ["redlined" version of the](#)

# Tentative Agreement! (continued from page 1)

[tentative agreement](#) showing all language changes on [our bargaining unit webpage](#).

Our primary goal in our 2017 contract negotiations was to foster

conditions to recruit and retain experienced nurses in our community. To accomplish that goal, our contract needs to parallel other full-service hospitals in close proximity to Klamath Falls. Our

team defined the regional labor market as southern and central Oregon, including Bend, Eugene/Springfield, Medford, and Roseburg.

## Wages and Step Structure

We convinced the employer we needed to accelerate nurses through the pay steps more quickly to remain competitive in the marketplace. The employer agreed to a one-year reduction in the number of hours required to reach the steps about step 4 (see box at right).

Nurses who have the requisite hours for their next pay step in January 2018 will be elevated to that step and paid at that step beginning in January. For example, a nurse who currently has 5,000 hours at step 7 will move to step 8 in January 2018. We will also add a

new step 13, which will pay 3.26 percent above step 12.

We bargained a total wage increase of 9.25 percent over the next three years. We believe our new pay scale makes Sky Lakes more competitive with neighboring facilities. As we previously reported, the cost-of-living increases will be paid in the first full period after these dates:

- Jan. 1, 2018: 2%
- July 1, 2018: 1%
- Jan. 1, 2019: 2%
- July 1, 2019: 1%
- Jan. 1, 2020: 2%
- July 1, 2020: 1.25%

The employer proposed and we readily agreed to two changes in the “RN1” program for new graduate nurses. Beginning in January 2018, new graduate nurses will no longer be placed in the RN1 pay category, and all new graduates will instead be paid at the step 1 wage, thereby

## New Step Structure in ONA/Sky Lakes TA

Step	NEW Hours Required to Advance to Next Step	OLD Hours Required to Advance to Next Step
1	2,080	2,080
2	2,080	2,080
3	2,080	2,080
4	2,080	2,080
5	2,080	4,160
6	4,160	4,160
7	4,160	6,240
8	6,240	8,320
9	6,240	8,320
10	6,240	8,320
11	6,240	8,320
12	6,240	(not applicable)
13	(not applicable)	(not applicable)

eliminating the RN1 pay category from our contract. Also, our new contract will replace the “RN1” designation with the title “new graduate nurse.” Our new contract recognizes that RN1 and RN2 were merely a distinction in job classification, not a licensure or certification difference. The hospital has ceased issuing badges with either RN1 or RN2. All other portions of this highly successful “new graduate nurse” program will remain as before.

## New Pay Scale, 2018

STEP	January	July
1	35.76	36.12
2	36.58	36.94
3	37.75	38.13
4	39.16	39.55
5	40.72	41.13
6	42.68	43.10
7	44.30	44.74
8	45.99	46.45
9	46.89	47.36
10	47.91	48.39
11	49.42	49.91
12	50.90	51.41
13	52.43	52.95

## Shared Governance

The employer agreed to our proposal to create unit practice committees (UPCs) in each department. These committees, which include staff nurses and nurse management, will cultivate a spirit of collaboration and joint decision-making in order to empower nurses who work directly with patients. Increasingly, shared governance through UPCs is becoming the standard vehicle in the health care industry to privilege nurses' voices on patient care issues.

The UPC membership will reflect all aspects of nursing practice unique to each unit, with representatives from different shifts and skill codes (as applicable). As appropriate to each unit, UPCs should include nurses from the flex team as well as certified nursing assistants (CNAs), respiratory therapists, tech scrubs, and possibly other relevant employees.

Each unit's UPC charter will provide that staff nurses serving on the UPC will be selected by unit nurses. A staff nurse will chair each UPC and set the agenda in cooperation with nursing management. UPC members will

## OUR NEW CONTRACT OUTLINES THE UPC'S PURPOSE AND RESPONSIBILITIES

Article 13, Section 5, Paragraphs B & C:

"The UPC is the foundation of shared governance at the unit level. Its structure provides for the involvement of the UPC in local decision making by creating an environment in which nurses have a voice in determining nursing practice, standards, and quality of care...." The UPC "is responsible for making recommendations and performing functions that advance the delivery of professional nursing including, but not limited to (1) unit goals related to nursing practice, quality of care and patient safety; (2) the development, monitoring, and evaluation of the unit staffing plan; ... (3) review and provide input into unit and division patient care policies; (4) other tasks agreed to or assigned by the Employer."

be paid for their time and meetings will be scheduled to accommodate nurses' schedules.

A new hospital nursing practice council (HNPC), with representation from each UPC, will coordinate UPC activities and serve as a clearinghouse for UPC issues. The house-wide staffing committee continues to exist, as required by law, and retains its critical role in reviewing and approving unit-specific staffing plans. Our new contract will allow direct care nurses on the staffing committee to meet as a group, separately from nurse managers, for up to 12 paid hours annually.

The professional nursing care committee will also continue its essential role in education, staff development, and certification.

This shared governance creates multiple leadership opportunities for nurses to advocate for our patients. For this structure to work, we need experienced nurses to step forward as leaders to make recommendations and decisions for patient care. ONA will be at forefront of recruiting, training, and supporting nurse leaders in these roles. If you are interested, please contact one of our ONA officers or our labor relations representative, Gary Aguiar.

## Anti-Bullying Provision

Our contract will also include a process to allow nurses to report bullying to Sky Lakes administration. It defines bullying as behavior that undermines mutual respect, including abusive language. This provision provides that nurses can report such behavior to their supervisor or human resources and protects the reporting nurse from retaliation. The hospital is

required to investigate the allegation and take appropriate action, including discipline, where appropriate. The process also requires the hospital to report back its findings to the reporting nurse, with protections for employee confidentiality.

With this provision, we are ahead of others. Most hospitals in our region do not include such specific bullying protections in their collective bargaining agreements with nurses.



Nominations Now Open for  
**OREGON NURSES ASSOCIATION (ONA)/  
 SKY LAKES MEDICAL CENTER (SKY)**

## EXECUTIVE OFFICERS

### We Need Your Leadership!

You must be an Oregon Nurses Association (ONA) member in good standing to serve.

**Instructions:** For the nurse(s) you nominate, please write the specific executive office in the box next to their name. If possible, please obtain the signature(s) of the nurse(s) you nominate under “Consent to Run and Serve” below; if you’re unable to obtain a signature, we will follow up with that nurse.

Name of Nominee	Executive Office (President, Vice-President, Secretary, Treasurer)

### CONSENT TO RUN AND SERVE

If nominated, I consent to run, and if elected, I consent to serve:

Printed Name

Signature

Date

### How to Submit Your Nomination Form

(Due by 4 p.m. on Friday, Jan. 12, 2018)

- 1) Email or text a photo of your nomination form to Gary Aguiar, ONA labor relations representative, at [Aguiar@OregonRN.org](mailto:Aguiar@OregonRN.org) or 503-444-0690.
- 2) Fax the form to ONA headquarters at 503-293-0013, Attn: Gary Aguiar
- 3) Mail the form to: Oregon Nurses Association  
 Attn: Gary Aguiar  
 18765 SW Boones Ferry Rd, Suite 200  
 Tualatin, OR 97062

**Completed forms must be received by 4 p.m. on Friday, Jan. 12, 2018.**

Elections will be held Feb. 15-22, 2018. Stay tuned for more details.

### Other Notable Changes on Meals/Breaks, Lactation, and ED Security

In addition to the substantial changes outlined on the first four pages of this newsletter, our new contract will contain other important changes. It will clearly define meals and breaks as “uninterrupted time from the work environment, including any and all work-related phone calls, questions or charting.” If a meal or break is interrupted, a nurse may return to work, notify their supervisor they did not get a meal/break, and then take a full meal or rest break later in their

shift. Alternately, a nurse may voluntarily agree to accept interruptions. All nurses on a meal or rest break should leave the nurse’s station and turn off their Vocera, and they should accept meals and breaks when offered.

In another change, our contract will enshrine rights for lactating nurses when expressing for a baby, including for someone else’s infant. Furthermore, lactating nurses will be paid for all breaks to express

milk. These will be contractual rights and cannot be changed merely by hospital policy.

The employer also agreed to assign a dedicated security guard to the emergency department (ED) 24 hours a day, every day. This guard will not be allowed to leave ED, except when a pressing security issue requires their presence elsewhere in the hospital to support other security personnel for a short time.

#### An Increase in Differentials

If the tentative agreement is ratified, nurses will see an increase in differentials, as shown in the chart to the right.

#### UNDER OUR TENTATIVE AGREEMENT, OUR DIFFERENTIALS WILL BE ALIGNED WITH REGIONAL HOSPITALS

	Night	On-Call	Charge
SIX HOSPITAL AVERAGE	\$5.64	\$4.89	\$3.24
Sky Lakes Current	\$4.50	\$3.75	\$2.50
Difference	-\$1.14	-\$1.14	-\$0.74

#### If Ratified, Our Tentative Agreement Will Pay

Effective January 2018	\$5.50	\$4.25	\$2.75
Effective January 2019	\$5.50	\$5.00	\$3.00

**Fair Contract  
for Nurses**

## ONA 101

## An Introduction to the Oregon Nurses Association



Learn more about your professional association, including your rights as an employee and how we operate to support each other. This two-hour workshop includes a free meal. Over the next few months, we will be hosting several “ONA 101” workshops explaining the many functions and roles of ONA. Topics include membership benefits, Weingarten rights, disciplinary procedures, the steward’s role, and how to build nurse power.

Interested? Contact ONA labor relations representative Gary Aguiar at 503-444-0690 (text/call) or [Aguiar@OregonRN.org](mailto:Aguiar@OregonRN.org).

## OUR LEADERS RECOMMEND A YES VOTE ON RATIFICATION

### Contract Ratification Vote

**Online Voting: Dec. 4-11**

(Watch your email for details)

**In-Person Voting at  
Bargaining Unit Meetings:**

**Dec. 12, 4-8 p.m.**

**(Back-to-back meetings at 4 p.m. and  
6:30 p.m.—come to either or both!**

**Location to be determined)**

Our ONA bargaining team urges each dues-paying ONA member to vote YES to ratify the contract to which we have tentatively agreed. **“This is the best contract we have negotiated since I’ve been involved in bargaining,”** says our bargaining unit president, Julian Underwood, who has served on our negotiating team for many years.

Only dues-paying ONA members are eligible to vote on whether to ratify the new contract. To participate in the ratification vote, [fill out a membership application](#) and join ONA today!

## Why Did We Win Such Huge Victories in Our 2017 Contract Negotiations?

Compared with past contract negotiations, our proposals met with far more success at the table this year. **What made the difference? You!**

Our membership rate tripled in the last two years. Today, a majority of Sky Lakes nurses are ONA members. And we continue to see new members join ONA weekly.

Also, a large group of nurses watched the bargaining up close. Altogether, two dozen nurses attended at least part of one negotiating session. Several nurses, including Brent Powers and Steph Drake, were present for

nearly all of negotiations! “We were so pleased to see so many nurses show up for bargaining,” said Robyn Ewing, membership chair and one of our negotiators. “Their solidarity supported our efforts.”

***Thanks to the  
two dozen nurses  
who attended  
negotiations!***

***It showed the employer  
nurses are attentive and  
care about the outcome.***

We also saw increased participation in all sorts of ONA

activities, including attendance at our membership meetings and the number of nurses wearing ONA-logo buttons and other items. Moreover, 120 nurses completed our pre-negotiation survey.

Finally, the hundreds of conversations nurses had about key contract issues over the last four months empowered our negotiators. We heard about your priorities directly from you! We shared these compelling narratives with the employer. Thanks to everyone who participated in our bargaining campaign this year!

*Below: Nurses gather at the Holiday Inn for the start of negotiations on Nov. 2, 2017.*

