Your bargaining team met with management on Monday for another riveting day of negotiations! Thanks to the ICU team of nurses that provided us with breakfast and lunch. The food was great and all appreciated the show of support. Also, thank you to the nurses that took time from your day to stop in and see how things are going.

Sadly — heaven and earth did not move. Nor did management (much). They opened with a discussion on workplace violence and a proposal that simply states that they will “maintain a comprehensive policy and program for the prevention of and response to violence in the workplace”. They stated that they will reinstate the committee to address these concerns and include nurses from both campuses and that we will be reimbursed for time spent on this work. They verbalized that this is a growing concern at the hospital and in the field (for our home health colleagues) and then went on to say that per Workers Comp information there are very few claims (other than E.D.) of injuries related to workplace violence. ONA notified management that we have people coming to our next session (Friday, June 10 at RiverBend at 10 a.m.) to speak to their experiences.

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They rejected our proposal that management retaliation and intimidation of nurses that file SRDFs be subject to the grievance process, “because retaliation is not consistent with our policy” and suggested that our ONA representatives should go directly to HR with any concerns about specific managers. They have recently developed training for new managers on how to respond to SRDFs consistently and revised the manager’s SRDF response form. We requested a copy of this new form that had previously been developed by a joint subcommittee of the staffing committee.

In support of our proposal about nurses getting paid for all time lost in attending mandatory trainings, we provided schedules of the ACLS and PALS classes from EMT services to show that there are limited times available so it’s not always possible to do these on a scheduled day off. We had prolonged conversation on the fact that it is not appropriate to take us off of the schedule to attend these classes and only pay us for the time spent in the class as frequently the classes do not last a full eight hours and people are losing significant amounts of pay. They continue to hold that we can make up the lost pay by using our PTO or picking up extra hours.

We do have a tentative agreement on per diem language and we think this is much needed clarification of the three levels of pay for per diem nurses and movement between those levels. Management has agreed that UBCs and nurse managers shall develop work requirements of a per diem no differential to maintain skills since they won’t have regular work requirements. On units that do not have a functioning UBC the PNCC will work with the nurse manager to develop these guidelines. Nurses in surgical services that are per diem will be required to submit their availability for half as many weekend shifts as worked by the majority of nurses on the unit and per diem II’s will be required to take 3 call shifts per designated period. Finally, if a per diem nurse wants to change their designation, they will be able to do so with a 90 day notice to their manager. This change can occur sooner by mutual agreement.

We come to the table again on Friday June 10 from 0930 – 1600. We have agreed to talk about our concerns regarding increases in threats of workplace violence and actual injuries from patients and family members. In addition, they will be responding to Article 9 Compensation -- wages and differentials. We will be also likely be discussing our meals and breaks proposals and management is going to provide a comparison of our health insurance and the Providence System’s plans.

Now for some personal reflection. This is my fifth contract negotiations. In the past the lead negotiator for the hospital has been one of our greatest assets in getting you, the nurses, involved. He was rude and insulting regarding our proposals and made no bones that he thought we were greedy and undeserving of the changes in the work place that we were bargaining for. He also had no qualms about letting management know when they were out of line and doing things that he was not aware of. It was a great show and inspired nurses’ passion. That is not the case this time. He is gone and Debra Miller is somewhat the opposite of him. While she does not support our proposals, she also does not inflame passion with her responses. While it is a very different type of negotiating, make no mistake; their position has not changed.

We still have our biggest issues on the table. These are staffing, meals and breaks, workplace violence, insurance, pay and (their proposal) PTO. We need strong direction from you – the nurses – on how to respond. Now is the time to increase your visibility and for you to be vocal in your support of your team at the table. Please take time to stop by on Friday. We will be at RiverBend in conference room 200 EB from 0930 to 1600. I realize people have been coming by while we are in caucus so all you saw was the team trying to figure out the next step. Don’t let this stop you from coming back. We need your support!

See you Friday!

Lynda Pond, RNC, ONA/Sacred Heart Medical Center Bargaining Unit Co-Chair
Sacred Heart’s hospitalists just announced their plans for an informational picket to be held Thursday June 23 from noon to 1:30pm. Click here to read The Eugene Register Guard’s featured article.

The doctors have been in bargaining with Sacred Heart for more than 18 months, and have still not reached a fair contract. The key concerns for their union – the first of its kind in the U.S. – are safe patient assignments and staffing levels, and protecting their right to make medical decisions about their patients without interference from PeaceHealth Sacred Heart administration.

The picket is to inform the public about their concerns. They appreciate nurses coming out to support them. Attendance must be on your time off or break time, not on work time. This is an informational picket, not a strike, and RiverBend will be open and operating normally.

Members of the nurse staffing committee showed their support for the Sacred Heart hospitalists (AFT Local 6552). Earlier in the day, PeaceHealth Sacred Heart representatives had refused to negotiate with the doctors because there were three observers in the room (two ONA staff members and one Service Employees International Union (SEIU) member).

Informational Picket in Support of the Hospitalists
Thursday June 23, noon to 1:30 p.m.
In front of the hospital, not on hospital property. Stay tuned.

Stay in Touch with Bargaining
We now have two new ways to help you stay in touch about your 2016 contract negotiations:

Text Message
Sign up to get brief texts from your bargaining team about important developments, events, and actions. It’s a one-way service (so no worries about getting “Reply All” messages) that we’ll use just for important and breaking news. See instructions on Page 4 to sign up.

Facebook
Join our private Facebook group ONA Sacred Heart Nurses where we post frequent updates and you can ask questions of the team about what’s happening. Send a request to join on Facebook or an email to rygas@OregonRN.org.
Receive ONA / Sacred Heart Bargaining Updates via Text Message

Receive critical updates on contract negotiations and bargaining through a new ONA text messaging service offered exclusively to nurses at Sacred Heart. The new text messaging service offers nurses limited, timely updates on Sacred Heart bargaining and other important issues. Text updates will be in addition to bargaining unit emails and newsletters.

Follow the instructions below to sign up and stay informed throughout the bargaining process. You can stop receiving text messages at any time.

To receive text messages, text ONASHMC to 43506

You can opt-out at any time by sending STOP to 43506

Frequency varies by user/month. Msg&data rates may apply.

Important:
Message frequency may be periodic. Msg & Data rates may apply.
To cancel, send STOP to 43506 at any time.
For help, send HELP to 43506 at any time, or support@txtsignal.io.