ONA Registered Nurses at Peace Harbor Hospital

Bargaining Update #2

December 11 and 12 your Oregon Nurses Association (Association)/Peace Harbor Hospital (Hospital) Negotiation Team (Team) met in back to back sessions with the Hospital in hopes of securing a successor agreement. Numerous articles remain on the table. Both parties (the Association and the Hospital) have most recently been making offers as a package proposal or package supposal. A brief explanation is that the party receiving the package proposal must accept it as one package or reject the entire package. A supposal is less binding on the other party and allows for more of a “what if” approach.

Parties have now met for four sessions. The focal points of the negotiations are beginning to narrow with the key elements moving to the foreground.

The Team previously reported that we had offered a cap to low census that was flatly rejected by the Hospital. We can now report that the Hospital has reconsidered its previous position and we are now exchanging a variety of proposals to address the low census matter. Parties remain some distance apart but continue to make progress. Should we be successful this would also address the memorandum of understanding’s (MOU) for surgical services.

- **Other key elements that remain on the table are:**
  - **Wages:** The Hospital has not moved from its original offer of .5%, 1% and 1% for each of a 3-year contract. The Association has informed the Hospital that we would need to be in the realm of around 3% for each of a 3-year contract if the other pieces of the supposal fell into place.

  Health Care: The Hospital desires implementation of the new health care proposal upon ratification of the new contract. The Association is proposing that implementation come three years in the future. This would include the continuation of the current Hospital discount.

- **An assortment of other proposals remains on the table enveloped in the packaged proposals/supposals which include:**
  - Certification pay
  - Professional development
  - Professional development fund
  - Weekend differential
  - Charge nurse differential
  - Shift differential
  - Obstetrics (OB) On-Call MOU

- **The Team makeup has made a change.**

  Sandy Fleetwood was called away to deal with a family emergency. Please take the time to thank Fleetwood for her time spent negotiating on your behalf. Also, please welcome Annette Smith as our new Team member. Welcome Smith and thank you for your willingness to serve.

  **Thank you Sandy Fleetwood and Welcome Annette Smith!**
ONA Bargaining News for Peace Harbor Hospital

Put Your Leadership into Action!
Serve in an ONA Elected Position

ONA will be conducting statewide elections for officers and cabinet members. **The ONA Nominating Committee is currently soliciting ONA members and leaders to self-nominate for openings. The deadline for self-announcement is January 17, 2014.**

Elections open on February 3, 2014 and close on March 7, 2014. Any member who is interested should be encouraged to self-announce their candidacy.

### The following open positions are up for election.

- President
- Secretary
- Director (4)
- Cabinet on Health Policy (1)
- Cabinet on Education (4)
- Cabinet on Nursing Practice & Research (1)
- Cabinet on Economic & General Welfare (1)
- Nominating Committee (3)
- Elections Committee (3)
- American Nurses Association (ANA) Delegates (2)
- National Federation of Nurses (NFN) Delegates (3)
- NFN Director (1)
- American Federation of Teachers (AFT) Delegates

Online forms are available on the website. Kathy Gannett is the committee staff person and will assist nurses in completing the process. Should a nurse wish to speak to a committee member about the various open positions and their duties, or about the nomination/election process in general, please contact Diane Hedrick at dhedrick@eoni.com. Job descriptions for the open positions which provide duties and responsibilities are available online.

The last day to self-announce candidacy is **January 17, 2014**. Interested members must complete a consent to serve (CST) form and submit a current resume. The CST form is available online at [http://www.oregonrn.org/displayemailforms.cfm?emailformnbr=195451](http://www.oregonrn.org/displayemailforms.cfm?emailformnbr=195451).

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**Value-Based Nurse Staffing Conference**

November 14 and 15 the ONA Professional Services Department and the Oregon Nurse Staffing Collaborative presented the **Value-Based Nurse Staffing Conference** in Bend, Oregon. The two-day conference was developed to increase nurse’s knowledge of the staffing law as well as the unique process that was created by ONA and Oregon’s nurses to ensure safe staffing levels are met.

Nurses from all over Oregon attended the conference. Attendees came from up and down I-5, Southern Oregon to Portland, the Oregon Coast and Central Oregon. Each came to increase her knowledge and understand the impact of the Oregon staffing law on the staffing plans at different facilities. Attendees at the conference were provided with documents as valuable resources to use in helping to develop and strengthen staffing committees at their facilities. Guest speakers Wendy Edwards and Chris Campbell from the Health Care Regulation and Quality Improvement Department of Oregon provided details on how, as surveyors, they help support the nurse staffing law. They were kind enough to provide a copy of the tool that they use to help guide them through a survey of a facility. A panel of both nursing executives and staff nurses working on staffing committees was opened for questions.

To see more educational opportunities, go to [www.OregonRN.org](http://www.OregonRN.org) and select Conferences/Trainings under News and Events.

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**Sign up Today to Keep Oregon Working!**

Now more than ever, nurses need to come together. Over the past few years, nurses have seen corporations across the US grab record profits by cutting workers’ wages, benefits and hours. Now out-of-state corporate interests and billionaires like the Koch Brothers are pushing Bill Sizemore’s old ideas back onto Oregon’s ballot.

In 2014, anti-worker ballot measures that would hurt nurses’ ability to advocate for safe staffing levels, safe working conditions and modern equipment will likely appear on Oregon’s ballot. Learn more: Join Keep Oregon Working on Facebook NOW! (Link to: [https://www.facebook.com/keeporegonworking](https://www.facebook.com/keeporegonworking)). ONA has joined the **Keep Oregon Working** coalition to fight these harmful anti-worker measures and ensure that Oregon’s nurses can continue to have a voice in the workplace and join together to negotiate for better safety for nurses and patients.

Join ONA to stand up for Oregon’s workers and stay informed about anti-worker ballot measures by visiting Keep Oregon Working’s Facebook page and clicking ‘Like’ today. (Link to: [https://www.facebook.com/keeporegonworking](https://www.facebook.com/keeporegonworking)).