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SHMC Executive Committee and Bargaining Team

Co-Chairs:
Lynda Pond, LDR
Nancy Deyhle, ICU

Treasurer:
Kevyn Paul, ED-UD

Members:
Matt Calzia, ICU
Jessica Detering, LDR
Phyllis Hurt, NICU
Scott Kearney, RRT
Kim Stroda, 7 Surgical
Kellie Spangler, OR
Wendy Nau, OHVI 5

Alternates:
Laura Lay, Mother Baby
Sharon McCool, LDR
Beth Harvey, Float pool
Karl Christman, OR

SHHCS Executive Committee and Bargaining Team

Chair:
Susan Walters, Home Health

Vice-Chair:
Shirley Hofeld, Home Infusion

Members:
Cindy Rasavage, Home Health
Jo Turner, Hospice
Maggie Yokum, Home Health

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Bargaining Team Works an 18-hour Shift

Progress Made but No Final Agreement Reached

As of July 19, we have had 18 bargaining sessions and the session on July 19 lasted 18 hours!

However, despite progress, we were unable to come to a tentative agreement.

Many thanks to all of the nurses who have been showing up at negotiations to show their support, hear the conversations and share their stories and concerns with the bargaining team! We even had observers in the room at midnight this Tuesday – now that’s commitment!

We were able to reach tentative agreements on three of our proposals related to assisting workers with on the job injuries and access to family medical leave benefits. Nurses in on-call positions will now be eligible for family medical leave based on their hours compensated and not just hours worked. There are currently seven nurses in positions that were not eligible for leave; although they were on call for over 40 hours in a week – they may only work a portion of those hours and the threshold was an average of 25 hours a week. We also were able to get agreement that more effort would be made to find appropriate light duty assignments for injured nurses and, finally, we will be meeting with a new PeaceHealth system representative to negotiate paid insurance coverage and other enhancements to benefit nurses with on the job injuries.

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Next Scheduled Session

Monday, August 1
9 a.m.
(Check our FaceBook group for updates on times)
Location to be announced.

Please mark your calendars and plan to stop in – your support continues to make all the difference.
Our latest bargaining session lasted a record 18 hours, from the morning of July 19 to 2 a.m. July 20, with significant progress made but still too many outstanding issues on the table to reach a tentative agreement. (See bargaining update article Page 1 for more details.)

Support from nurses played a significant role in providing the team with the feedback and solidarity needed to keep the negotiations moving forward toward meaningful working condition improvements for Sacred Heart RNs.

Nurses turned out from the start of negotiations at 9 a.m. and were still dropping in to the session after midnight, even after getting off of shifts made extra-stressful by increased staffing shortages.

Once again RNs came with their children on their days off. They were able to see firsthand the back-and-forth process of counter proposals that takes place when Sacred Heart representatives are in the room. Since these sessions also have frequent caucuses when our team is in the room without administration, nurses who stop in also had opportunities to talk with each other and participate in team discussions at each step in the negotiations.

Individual RNs and their units have provided lunch for the team at every single session to date, and this time the tradition went even further – breakfast treats came from Phyllis Hurt and Xochilt Dauteuil, Brandy Wilt from ICU arranged for a pizza lunch donated by Countryside Pizza, and Leslie Johnson and Sue Anderson from ED RB catered dinner.

Our ONA nurse leaders had sent a letter to those nurses who would be most immediately affected by administration’s proposal to lower the PTO cap, informing them of the potential impacts. We heard back from many nurses about this, all opposed to the change, which helped to inform our stand on this proposal.

Our next session will be Monday August 1, location to be determined. We have won some important improvements already but are now down to some key issues, including meals and breaks, compensation, and caps on PTO accruals. Your support is more important than ever – please mark your calendars and plan to stop in.
Increasing funds for professional development and advanced education has been an important goal for our members. We are very pleased to have agreed to increases in tuition reimbursement and ONA Education Funds for both contracts. For Sacred Heart Home Care Services, we have agreed to increasing tuition reimbursement from $5,000 to $15,000 per year and increasing the education funds from $11,500 to $24,000 (there will be a decrease some of the hours available because those hours have not been fully utilized in the last several years).

For the Medical Center, we’ve agreed to increase tuition reimbursement from $55,000 to $75,000 per year and ONA Education Funds will increase from $195,000 currently to $205,000 this year, $215,000 in 2017 and $220,000 in 2018.

**Staffing Package**

Both parties have agreed to packaging the remaining proposals regarding staffing. We have been able to reach agreement on improvements to strengthen the nurse voice on staffing committee and in unit based councils. Administration has dropped two proposals – one on eliminating the 15-year call exemption for the OR, PACU and Cath Lab and the other proposal would have nurses placed on call for their entire shift if low censused. The key issue on which we have not reached agreement is in the area of meals and breaks. Our team has been in contact with nurses at Providence facilities and St. Charles in Bend to learn from their efforts in addressing this chronic issue.

**Sacred Heart package on PTO and Health Insurance**

At our last session, Sacred Heart administrators proposed a package that paired the paid time off (PTO) and health insurance proposals. They’ve proposed withdrawing their proposed decrease in the PTO cap (from 600 to a tiered system ranging from 336 to 480 hours). Thank you to the many nurses that shared their stories of how the reduction in the PTO cap would impact them – they made a difference and showed administration the importance of maintaining our current PTO plan to our membership.

Our team considers this a big victory but it hasn’t been agreed to yet because it’s packaged with their latest proposal on Health Insurance. The health insurance proposal includes some gains for our members – the joint benefits committee with SEIU, economic assistance on premiums based on your household income, an employee discount for services at PeaceHealth facilities, providers and laboratories and an enhanced Chronic Condition Program. We do know that some of our members will benefit from the Premium Assistance program based on the information gathered on our pre-negotiation survey so that is an important improvement to the benefits. Our team is considering this package – we know fighting back on the PTO is a major priority for our members. We also know that members are not happy with the health insurance benefits but may be able to utilize the new

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bargaining and work with other PeaceHealth union represented employees to develop a strategic plan to improve the health insurance benefits system-wide.

Economic Package

Economics are generally the last issue that is agreed upon in negotiations. We have an economic proposal package that includes differentials and overall wage increases. The parties are in agreement on all of the differential and premium pay changes except for holiday call. Our team is still fighting for an increase in holiday Call pay from $5 to $10 per hour. Without this, nurses that have to be on call on a holiday receive no additional pay or recognition for missing out on holiday plans with friends and family.

<table>
<thead>
<tr>
<th>ONA Proposals</th>
<th>Sacred Heart Proposals</th>
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<tbody>
<tr>
<td>3 year contract - 4.25% wage increase per year plus adjustment in middle steps (this year's increase retroactive to July 1)</td>
<td>2 year, 9 month contract - 2% upon ratification, 2.5%, 2.5% wage increase a year with adjustments in middle steps (proposed contract end date of March 15, 2019)</td>
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Mandatory Trainings and CareConnect

We have a package proposal on the table that addresses pay for mandatory trainings, advance notice for mandatory trainings and CareConnect training and implementation.

Nurses have been sharing their concerns about training times, pay issues, adequate staffing and more for the upcoming CareConnect training and implementation. Our team presented a proposal on Tuesday and drew attention to the urgency of getting these issues addressed before we complete negotiations.

The administration team agreed to assemble a meeting with PeaceHealth system representatives Thursday, July 21 and we were able to have a good dialogue about our concerns and reach some agreements. We will finalize this work at our next negotiation session. One key agreement was to add an ONA nurse representative to the CareConnect implementation team on paid time. This nurse would be a point person for our membership, share the nurses perspective with the administration team and work to improve communications. We’re pleased that the meeting was put together so quickly and hope to be able to come to agreement on the details of this plan at our next negotiation session.

Countryside Pizza generously donated a pizza and salad lunch for 20 people at our latest bargaining session. Thank you Countryside and RN Brandy Wilt.

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Nurse Concerns, Support on Display via Staffing Selfies

Our Staffing Selfies campaign was just five days long, but in that short time nurses sent in dozens of photos and messages which they combined to create powerful visual messages. Those messages in turn generated hundreds of comments online in our private Facebook group, ONA Sacred Heart Nurses. The selfies ranged from messages handwritten on notebook paper to photo “memes” created using meme-generating applications. Many boldly included the face of the nurse who was the author; others were sent anonymously to ONA staff to post. The selfie photos showed babies nursing, families, flat tires, tired feet, and many scenes of brief respites interrupted by ceaseless calls to come in to relieve short staffing. The messages were filled with humor, pathos, and the heartbreak that nurses feel when they are already stretched to their limits and still can’t feel good about their patient care. This is because there is just not enough staff to get the work done safely and right. Nurses have commented that the selfies inspired outrage and tears.

The selfies were displayed prominently assembled on poster board at the July 19 bargaining session. Our team made a special note of them to administration with an invitation to take a look, and placed them in easy sight. The administration team was reluctant to visibly show their interest in the boards but it was clear they made an impact. Administration even referenced the theme of nurses being contacted on their days off as necessary to staff the hospital.

The comments each selfie generated online in our private group demonstrated how widespread the concerns illustrated are among Sacred Heart nurses. One photo of a handwritten note calling for Sacred Heart to walk with nurses and see things firsthand (pictured here) quickly generated more than 80 “likes”. Nurses want administration to see the true costs of their budget-focused decisions – when there are not enough nurses hired, supported, and retained, patients’ care and nurses’ and peace of mind pay the price. It is nurses’ remarkable abilities to continue to bring their professional A-game to work, despite the chronic stresses, that keep disasters at bay. This is not acceptable!

This statement, as part of the Staffing Selfie campaign, generated many “Likes” in our RN Facebook group.
Bargaining Continues  (Continued from Page 4)

Our next session is August 1 – the location is still to be determined. We are feeling pretty optimistic that we can reach an agreement at this session – provided the administration team moves closer to our positions, especially on our staffing proposals and wages. We are holding strong for a real raise in wages and a commitment from the hospital to improve nurses ability to take their contractual and state mandated meal and rest breaks. **Our stated goals in negotiations were based on our pre-negotiation survey and feedback from members throughout our campaign: improvements in staffing, safer working conditions, a stronger nurse voice in unit councils and in staffing decisions, improvements in health insurance and wage increases** - If the team feels we can meet those goals, we will send out a tentative agreement with a recommendation for a “yes” vote. If not, we will reach out to nurses to determine what our next moves should be.

Click here to see a complete list of the tentative agreements to date, or go to www.OregonRN.org and select Sacred Heart under Find Your Bargaining Unit.

Nurse Michele Taub brought the SHMC Orthopedics unit’s sign of support to the bargaining session July 19.

Be Part of the Second Annual ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI, launched in 2015, is designed to create a cohesive and dynamic community of peers that is organized to effect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 8, so visit the ONA website for more information and to start your application today!