We Are Hard to Replace, Management Sees Impossibilities

The back-to-back bargaining sessions on Monday, April 10 and Tuesday, April 11, were very telling to us. As your bargaining team, we focused on ways to improve retention, recruitment, and respect by looking at our economic language such as differentials, incentives, and wages. We proposed to add an additional incentive for any hours worked for an unscheduled shift and to include intermittent and relief nurses. Columbia Memorial Hospital (CMH) nurses know each other and work together to ensure that patient care is at its best. You have shared that taking earned time off along with increases to incentives, differentials, and wages are areas that must improve. Better wages and the ability to take time off not only meets the needs of current CMH nurses but promotes that CMH is a great place to work in our community.

The proposals we presented to management were intentional and purposeful. Although management acknowledges that there are not a lot of people (travelers) out there that are qualified to do our work, management says that our proposals are impossible. The idea that request time off submitted by nurses must be approved is not "gonna" happen. Increases to our incentives, differentials, and wages are "way out of WHACK" according to management.

We will continue to negotiate with the upmost effort to address our needs! Below are the tentative agreements reached thus far, which are all non-economic.

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<table>
<thead>
<tr>
<th>Tentative Agreements</th>
<th>Article</th>
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<tbody>
<tr>
<td>YES</td>
<td>Article 6: Work Schedule (TA)</td>
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<td>YES</td>
<td>Article 9: Job Postings (TA)</td>
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<td>YES</td>
<td>Article 12: Layoff/Recall (TA)</td>
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<td>YES</td>
<td>Article 18: Shared Governance (TA)</td>
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<td>YES</td>
<td>Article 34: Dock Time (TA)</td>
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<tr>
<td>YES</td>
<td>Article 41: Mutual Respect (TA)</td>
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Membership - You Always Benefit!

New to CMH?
Have you joined our union yet?
Scan this QR Code for a quick sign up!
We Are Hard to Replace

After four bargaining sessions, there are a total of 17 economic proposals that are awaiting a response from management. We look forward to hearing management’s response to the proposals on Monday, April 24 in the Coho room.

Call to Action

1. We need you to pack the Coho room on Monday, April 24 between 10 a.m. – 4 p.m. Join us on your break or if you are done for the day; your presence is solidarity. If you’d like more details, don’t hesitate to reach out to your bargaining team or CAT members.
2. Please click here to share your thoughts or story regarding your experience requesting time off.

Make sure ONA has your correct email address. Scan the QR code with your phone.

Or follow this link:

www.oregonrn.org/UPDATE

Nurse Staffing: Help Pass HB 2697

Oregon is facing a staffing crisis in our hospitals. Nurses and health care workers have been pushed to the brink by short staffing. Workers are struggling, and patient care is suffering.

House Bill 2697, as amended, will support nursing, professional, technical, and service workers and improve patient care in hospital settings through enforceable mechanisms by requiring that hospitals provide enough staff to care for patients, prevent unsafe patient assignments, provide legally-required breaks for meals and rest, and give workers a voice in setting the staffing levels. As amended, there is no known opposition!

Use this easy tool to write a letter to your legislator asking them to vote YES on House Bill 2697 to support health care workers and patients. Safe staffing saves lives!

YOU KNOW IT MATTERS ● YOU KNOW YOU CARE ● HELP MAKE AN IMPACT!