Columbia Memorial Hospital (CMH)
Bargaining Update #4
April 25, 2023

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Rachel Davidson (CCU)
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Vacant (FBC)
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Once Again, Management is Coming After Your Pension

Columbia Memorial Hospital (CMH) management proposed to freeze and eventually eliminate your pension in 2024. Eliminating the pension plan would impact 19 of your coworkers who have dedicated decades of their life to CMH. Management stated the administrative fees to maintain the pension plans have increased and are unfeasible.

The pension plan was a hard-earned benefit that CMH already took away from employees hired after July 27, 2007. Your contract states that the pension plan shall remain in effect until there are no eligible employees, yet we have 19 eligible employees.

Additionally, management said “no” to language we had proposed in the following seven articles:

- Article 4-Personnel Categories
- Article 7-Floating
- Article 8-Requests Off
- Article 11-RN Safety
- Article 19-Earned Leave
- Article 22-Education
- Memorandum of Understanding-Oregon Paid Family Leave Insurance

We are still far apart on economic pieces like wages and differentials, but are hopeful that CMH management will understand that setting better industry standards to economics will help recruit, retain, and respect nurses.

Good news from the bargaining session—there are two tentative agreements! The ONA bargaining team proposed an increase to the “opt-out” health insurance provision and to the hospital paid life insurance coverage!

The ONA bargaining team wants to thank the nurses that provided food and attended the Monday, April 24 session; it means a lot and helps us hear from you in real time. You all rock!

Our charge nurses take on a lot of responsibilities beyond those we are asked or expected to. With so many travel nurses here recently, we are sometimes the only staff nurse working a shift, making us the ones looking out for our patients’ safety, ensuring hospital policies are being followed, and being good financial stewards for the hospital. We take on additional roles such as assisting management in identifying the needs of the hospital & staff, and then helping to implement and champion these projects. For example, our charge nurses have been working on improving our current floating process. We have been instrumental in working out the logistics and optimization of this process. Being a smaller hospital, our charge nurses wear a lot of hats and take on many additional responsibilities. We would love for these contributions and our overall value to the hospital to be recognized by the administration.

Shannon White, RN, MedSurg
Next Bargaining Session

When: Monday, May 1, 2023
Time: 10 a.m. — 4:30 p.m.
Where: Coho Building, Steelhead Conference Room
Everyone Welcome!

May Day Stickers

Be ready to wear your May Day stickers for the next bargaining session on Monday, May 1!
Your bargaining team and CAT members will distribute the stickers the morning of May 1.

ONA Statewide Elections: Voting Open through May 15

Voting Process and Information

ONA is using YesElections as the service provider for our 2023 ONA Statewide Election. Members were sent an email or postcard on April 13 from YesElections with your voting information.

Didn't Receive a Ballot?

Search your junk/spam folders (and your promotions or other tabs in Gmail) for an email from YesElections on behalf of the Oregon Nurses Association.

If you did not receive your ballot via email, or if you have questions regarding your membership or election guidelines, please contact ONA at news@oregonrn.org

www.OregonRN.org/Elections

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

Or follow this link:
www.oregonrn.org/UPDATE