Stand Up for What We Deserve!

Our CMH bargaining team will meet with management next Tuesday, Sept. 12 for mediation. At our last bargaining session on July 10, our bargaining team met with management to negotiate the remaining bargaining issues: economics, non-economics and retirement/pension. Management stated they cannot make any more movement on wages until we make movement on the pension language. As many of you know, management has now proposed to freeze and eliminate the pension plan after ten eligible nurses remain on the plan. It is unacceptable for management to hold the pension, an earned benefit, as leverage on our wages - our livelihoods are not a game!

Below are the remaining open proposals:

♦ **Article 4-Personal Categories:**
ONA proposed for part-time nurses to work between 40-60 hours. We have heard from many part-time nurses that working full-time hours happens often and is not always desired.

♦ **Article 7-Floating:**
ONA proposed to increase the full patient load floating duty to $7.50.

♦ **Article 11-Nurse Safety:**
ONA proposed staffing committee language that mirrors current practice and the staffing law, but management is not in agreement with adding state provisions to the contract.

♦ **Article 20-Holidays:**
ONA proposed holiday language that includes Juneteenth and maintains your current Christmas Eve holiday.

Continued on page 2
Union Power at Work

Our union siblings at Providence Seaside stood together in a 5-day strike because Providence management was proposing below inflation wage increases. Providence Seaside nurses did not give into management tactics and now have a stronger and improved contract! They have received between 14%-31% wage increases with full retroactive pay going back to the contract expiration date in December of 2022. Providence Seaside nurses have enforceable staffing language that can be enforced by the grievance procedure.

Click here to see the Providence Seaside tentative agreement newsletter:

In addition to the union power with our Providence union siblings, our fellow OHSU union siblings launched their strike vote today. They have been in bargaining for nine months now, and are currently in mediation. Their strike vote ends on Sept. 17, and if the majority of the nurses vote to strike, the bargaining team will give a 10-day notice for an open-ended strike. Click below to see the side-by-side of nurses and management’s proposals.

Stand Up for What We Deserve  continued from page 1

♦ **Article 26 - Retirement:**
  Management has counter proposed to match 3% upon reaching 1,000 hours of work and a 5% after 2 years of service. Nurses will have to work a minimum of 1,000 hours in 12 months to be eligible for the contribution.

♦ **Article 29 - Wage Step Scale:**
  ONA proposed 11% (2023), 7% (2024), 7% (2025).

♦ **Article 30 - Overtime/premium:**
  NA proposed incentive pay if a nurse’s rest period is interrupted. Additionally, we have proposed for any call hours worked on an unscheduled basis to receive a bonus.

♦ **Article 31 - Shift and Weekend:**
  ONA proposed $3.50 for evening, $9.75 for night, and $3.50 for weekend.

♦ **Article 35 - Dock and Standby/On call:**
  ONA proposed for those on Dock/Standby or on call to receive extra pay for being on dock or on-call. For holidays, we have proposed extra incentive pay as well. We also proposed for dock hour maximum to be at 145 hours and on-calls to have a limited maximum hour of 132.

♦ **Pension Memorandum of Understanding:**
  Management proposed to freeze and eliminate the plan after 10 eligible nurses remain on the plan (*Please see pages 3 & 4 of this newsletter for the current pension contract language*)

The above outstanding articles have all been rejected by CMH management. They seem to believe that it is ethically acceptable to reject all the proposals that our bargaining team has diligently worked on for the benefit of staff, patients, the hospital and ultimately the community. We must stand together to secure our future!

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CMH MANAGEMENT’S PENSION PROPOSAL BELOW

MEMORANDUM OF AGREEMENT
BETWEEN OREGON NURSES ASSOCIATION
AND COLUMBIA MEMORIAL HOSPITAL
RE DURATION OF THE DEFINED BENEFIT RETIREMENT PLAN

The Hospital agrees to continue its present Defined Benefit Retirement Plan (the Columbia Memorial Hospital Retirement Plan established effective April 1, 1976, last amended and restated effective January 1, 2000, and last amended effective January 1, 2002) in full force and effect for eligible employees hired prior to July 27, 2007, and will not reduce or diminish in any way the benefits, eligibility requirement and the rights of employees thereunder. The Hospital agrees to maintain the Defined Benefit Retirement Plan as long as there are at least ten (10) eligible employees covered by the Plan. The Hospital agrees to execute any documents necessary to effectuate this commitment. The Defined Benefit Retirement Plan will be maintained as long as there are at least ten (10) eligible employees covered by the Plan and consistent with regulations of the Internal Revenue Service and the United States Department of Labor.

Because of the high administrative costs associated with the Plan, the parties agree that effective December 31 of any year in which the number of eligible employees covered by the Plan drops to below ten (10), the Hospital may freeze the Plan, and may then proceed with termination of the Plan in accordance with applicable law, with the intention that the Plan be fully terminated within one (1) year following the freeze.

Upon the freeze, any remaining eligible employees will become eligible to participate in the Hospital’s Defined Contribution Retirement Plan.

FOR THE HOSPITAL

Erik Thorsen,
Chief Executive Officer

FOR THE ASSOCIATION

________________________________________

Labor Relations Representative

Continued on page 4
Stand Up for What We Deserve  continued from page 3

Date: _________________, 2022    Date: _________________, 2022

CURRENT PENSION CONTRACT LANGUAGE BELOW

MEMORANDUM OF AGREEMENT – BETWEEN OREGON NURSES
ASSOCIATION
AND COLUMBIA MEMORIAL HOSPITAL
RE DURATION OF THE DEFINED BENEFIT RETIREMENT PLAN

The Hospital agrees to continue its present Defined Benefit Retirement Plan (the
Columbia Memorial Hospital Retirement Plan established effective April 1, 1978, last
amended and restated effective January 1, 2000, and last amended effective January 1,
2002) in full force and effect for eligible employees hired prior to July 27, 2007 and will
not reduce or diminish in any way the benefits, eligibility requirement and the rights of
employees thereunder.

The Hospital agrees to maintain the Defined Benefit Retirement Plan as long as
there are eligible employees covered by the Plan and will not seek in any way to
eliminate or modify the plan in any future contract negotiations. The Hospital
agrees to execute any documents necessary to effectuate this commitment. The
Defined Benefit Retirement Plan will be maintained as long as there are eligible
employees covered by the Plan and consistent with regulations of the Internal Revenue
Service and the United States Department of Labor. This provision shall remain in effect
until there are no longer eligible employees covered by the Defined Benefit Retirement
Plan. After many years, if the number of remaining Plan participants makes it unfeasible
to continue the Plan, the Hospital will guarantee that their monthly pensions will not be
eliminated or reduced.

FOR THE HOSPITAL

Erik Thorsen, CEO
Sam Gieryn, Labor Relations
Representative

FOR THE ASSOCIATION

Date: _________________, 2016    Date: _________________, 2016
CMH Can Do Better!

**WILL YOU SETTLE FOR BELOW INFLATION WAGES?**

CMH management’s latest wage proposal is as follows:

- **YEAR 2023**: 6.75% for steps 1-10 and 3.75% for steps 11-25
- **YEAR 2024**: 3.75% for all steps
- **YEAR 2025**: 3.25% for all steps

The proposed wages do not reflect what you love to do, nor does it meet the hard work you do to provide the best patient care. As nurses at CMH, you have helped the hospital grow tremendously with an 18% revenue growth in the first half of the 2022 year. CMH will increase its joint surgeries with the help of robotics and you. CMH is to receive a FEMA grant of $13.9 million toward the construction of the new hospital. It is evident that CMH is not in a deficit nor are they broke, in fact they are thriving - all due to nurses and other staff that help achieve the goals of the hospital. We serve a large community on the coast, and we want CMH to show us they respect us.

<table>
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<tr>
<th>CMH RN Step</th>
<th>CMH Current Wage</th>
<th>Providence Seaside 2023 Wage</th>
<th>Difference</th>
<th>ONA 2023 Proposal</th>
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Our 2023 wage proposal includes the Social Security cost of living adjustment plus your yearly increase. CMH is a leading hospital in Oregon and must pay their nurses to reflect the success because without you, there is no excellence in care.
Get Involved!

Our ONA-CMH power comes from you and the more involved members we have, the more effective we are! We currently have following vacant positions for the ONA-CMH executive board:

- Membership Chair
- Grievance Chair
- PNCC Chair
- Communications Chair

If you are interested in one of the positions, please reach out to your labor rep at D.Hernandez@OregonRN.org.

Next Negotiations!

**MEDIATION IS SCHEDULED FOR TUESDAY, SEPTEMBER 12 AT 10 A.M.**

We typically encourage observers, but due to a mediation, we ask you to not observe. Feel free to reach out to us via email or text with any questions! Stay tuned for updates.

To stay updated and informed, we are asking ONA-CMH nurses to update their information and opt-in to receive ONA text and/or email.

**Or follow this link:**

[www.oregonrn.org/UPDATE](http://www.oregonrn.org/UPDATE)

Become a Member

Contact member services via email: memberservices@oregonrn.org, or scan the QR code with your phone or go [www.OregonRN.org/Apply](http://www.OregonRN.org/Apply).

Membership has benefits!

Solidarity

“We know that Columbia Memorial Hospital is a vital, community hospital on the Northern coast that serves many patients. In fact, OHSU and Columbia Memorial share services and patients. As an OHSU Nurse, I want CMH Nurses to know that they are fully supported by OHSU nurses. We will stand with you if you need to make the tough decision to go on strike”.

Elisa Youngman, RN, BSN, CCRN
AURN President