The elected officers of the Oregon Nurses Association (ONA) at Columbia Memorial Hospital (CMH) requested that management start regularly meeting with us monthly for open discussions on issues affecting nurses. Most unions hold what are called Labor Management Meetings with their employer for the purpose of discussing and hopefully addressing issues in the years between bargaining new union contracts. It is an opportunity for transparency, creative problem solving and collaboration to address issues outside of negotiations.

Kelsey Betts, Nicholas Bowling, Sarah Rogers and Theresa Hecox have been attending on behalf of nurses until formal elections of our nurse officer positions conclude. In addition, Amber Cooper, our ONA labor representative, has been assisting at the meetings. Kelli Brendon, HR; Kendra Gohl, Director of Nursing; Nicole Williams, Chief Operating Officer, and Trece Gurrad, VP of Patient Care Services have been attending on behalf of management. It has been great to have all these key leaders from management in the room who can help fix problems.

We've met twice now and wanted to report on the progress we've made so far. We hope nurses will continue to speak with your elected ONA leaders and share if you have things you'd like brought to these meetings, so that the voice of nurses from across the hospital can be represented.

So far, we've had productive conversations about an issue in the Family Birth Center (FBC) related to Call Time with 12-hour shifts, which resulted in signing a Memorandum of Understanding (MOU) on Wednesday July 25 that can be reassessed at a later date if we feel it needs further changes. Check our website to read the full text of the MOU. We're hopeful the MOU is a great step towards improving things for nurses in FBC.

We also discussed discipline, coaching, and the general tone and approach to addressing Quiet at Night issues. After our initial conversations we noticed some improvement in the approach members of management have taken to these issues, though we're hopeful to keep working on this issue going forward. We also joined management in jointly writing a message to nurses about Quiet at Night to make sure nurses' voices continue to be included in improving our hospital.

We also have started conversations on civility education events and patient care coordinator roles in evaluations. The committee is open to taking other issues to our next meeting and hopes you will submit ideas to them or email cooper@oregonrn.org.
Election Results

We're excited to report the results of our election! The following people are now members of the staffing committee (these individuals submitted signed nomination forms by the deadline and were running unopposed, so no election was required):

- ICU: Carla Lumbra
- Alt ICU: Brandi Walker
- Family Birth Center: Kelsey Betts
- Alt FBC: Sharon Wheatley
- Medical/Surgical: Sarah Roger
- Alt Med Surg: Mariah Rudolfi
- Alt Med Surg: Shelby Culver
- Emergency: Katrina Gale
- Alt Emergency: Shawn Haner
- Surgery: Nicholas Bowling
- Alt Surgery: Julia George

Officer Elections:
- Secretary/Treasurer: Nicholas Bowling

Bargaining Unit Meeting

All ONA members are invited to attend
September 13, 4 - 5:30 p.m.
Location TBD

Mark Your Calendars! More Details Coming!

New Steward Training

All nurses interested in becoming a union steward email cooper@oregonrn.org to RSVP for the training
September 26, 10 a.m. to 4 p.m.

- Lunch provided
- Training to be held in Astoria
- Location TBD

Be sure to put in a request off from work to attend
Nominations remain open for the next 30 days for all other positions:

**Membership Committee Chairperson** - The duties shall be to encourage membership of the bargaining unit RNs in ONA, to acquaint newly hired RNs to the benefits of belonging to ONA, and to provide a slate of candidates for elections.  

**Grievance Committee Chairperson** - The duties shall be to provide continuity by keeping members informed of grievance procedures and results. The Grievance Committee Chairperson shall investigate grievances and participate in the representation of nurses in grievance proceedings.

*Currently accepting nominations for staffing committee positions will be open for 30 days.*

To learn more about the staffing committee and Oregon's Staffing law take a look at following resources:  

**Oregon Nurses Association / Columbia Memorial Hospital (CMH)**

Please nominate any active member you would like to serve. Please endeavor to get their signature so we know that the nurse you nominate is willing to serve if appointed.

You must be an ONA member to serve. Send nomination form to Amber Cooper fax 503-293-0013

Printed name of person completing form: ____________________________________________________

Your email address: ______________________________________________________________________

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**COMMITTEE NOMINATION FORM**

**Staffing Committee and Alternate positions & Executive Team partial terms**

<table>
<thead>
<tr>
<th>Role</th>
<th>Alternate Role</th>
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<tbody>
<tr>
<td>Hospice</td>
<td>Alternate Hospice</td>
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<tr>
<td>Infusion/Oncology</td>
<td>Alternate Infusion/Oncology</td>
</tr>
<tr>
<td>Same Day Surgery/PAT</td>
<td>Alternate Same Day Surg/PAT</td>
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<tr>
<td>Membership Chair</td>
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<tr>
<td>Grievance Chair</td>
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If appointed/nominated, I consent to serve for the following offices (list all that apply):

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<table>
<thead>
<tr>
<th>Printed Name</th>
<th>Signature</th>
<th>Date</th>
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<tbody>
<tr>
<td>Home email:</td>
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<tr>
<td>Mobile phone:</td>
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</tbody>
</table>

Best time to reach me: ________________________________

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Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org