Nurses across Columbia Memorial Hospital (CHM) are stepping forward to get our hospital back on track. Over the last three years our CHM nurses have struggled with economic insecurity as pay checks fluctuated and our wage across all steps fell behind our peers.

During that same time the CMH administration quietly took our non-profit hospital to the very top of the profit margins across the state of Oregon with a 7 percent operating margin in 2016 and 10 percent operating margin in 2017.

The data that is publicly available for 2018 looks like we may be at a 9 percent operating margin or higher for a third year in a row. Hospitals of all types everywhere tend to run with at least one to two percent operating margins but shoot for 3 percent as a margin of error to make sure they have the funds to cover operations going forward.

The CMH administration has allowed us to operate with a budget 7 percent less than what we should. The administration gives presentations where they are proud to make us struggle financially, while we know they have this large margin due to squeezing nurses harder and harder.

We watch nearly every department and clinic struggle to recruit and retain nurses with open positions for months or years leaving departments shorthanded.

This hospital is simply not in a position to recruit nurses to properly staff and protect patient care until a major investment in our nurses is

<table>
<thead>
<tr>
<th>Start</th>
<th>CMH current</th>
<th>Prov Seaside 11/30/2018</th>
<th>% above CMH</th>
<th>St. Charles Redmond 11/30/2019</th>
<th>% above CMH2</th>
<th>Tuality, OHSU partner 4/1/2019</th>
<th>% above CMH3</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>$34.98</td>
<td>$36.37</td>
<td>3.8%</td>
<td>$37.46</td>
<td>6.6%</td>
<td>$37.97</td>
<td>7.9%</td>
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<td>1 year</td>
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<td>$36.37</td>
<td>1.5%</td>
<td>$37.46</td>
<td>4.3%</td>
<td>$40.19</td>
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<tr>
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<td>$36.75</td>
<td>$37.28</td>
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<td>$38.89</td>
<td>5.5%</td>
<td>$41.79</td>
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<td>$39.15</td>
<td>1.4%</td>
<td>$41.88</td>
<td>7.8%</td>
<td>$44.60</td>
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<tr>
<td>6 years</td>
<td>$40.57</td>
<td>$41.94</td>
<td>3.3%</td>
<td>$43.44</td>
<td>6.6%</td>
<td>$47.29</td>
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<tr>
<td>8 years</td>
<td>$42.82</td>
<td>$44.06</td>
<td>2.8%</td>
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<td>5.0%</td>
<td>$48.18</td>
<td>11.1%</td>
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<tr>
<td>10 years</td>
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<td>$45.07</td>
<td>2.0%</td>
<td>$46.74</td>
<td>5.5%</td>
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<tr>
<td>12 years</td>
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<td>$46.74</td>
<td>0.8%</td>
<td>$45.44</td>
<td>-2.0%</td>
<td>$49.91</td>
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<tr>
<td>14 years</td>
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<td>$47.69</td>
<td>-2.2%</td>
<td>$50.32</td>
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<tr>
<td>16 years</td>
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<td>3.0%</td>
</tr>
<tr>
<td>18 years</td>
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<td>8.0%</td>
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</tr>
<tr>
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<td>3.7%</td>
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<tr>
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<td>$54.78</td>
<td>4.2%</td>
</tr>
<tr>
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<td>$57.60</td>
<td>8.9%</td>
<td>$57.01</td>
<td>7.9%</td>
</tr>
</tbody>
</table>

This chart shows wage levels for some of our peers at comparable hospitals in size/scope of mission. CMH falls at the bottom of nearly all comparisons, while at the very top of the operating margins. For a full listing of all hospitals with 100 to 200 nurses in the State of Oregon see our full wage comparison table at our website. [Click Here](http://www.OregonRN.org/55) or go to [www.OregonRN.org/55](http://www.OregonRN.org/55) and follow the link.
made. Balancing a non-profit budget with record profits off the backs of nurses (and other staff!) is not the way to build a strong hospital.

"I know this hospital can be one of the best in the state of Oregon, and one of the best small hospitals in the country." Said Nicolas Bowling, RN. “Potentially we could even achieve Magnet Status if our administration truly invested in its staff and patient care. Our ONA bargaining team is setting the example to shift priorities and push for a better vision for our hospital.”

To add insult to injury, after several years of operating at such huge margins, management opened negotiations with requests for further major concessions, such as managers having the ability to change any nurse’s shift length at any point without voting, negotiations, or any voice for nurses in the process.

In addition, they asked for many other concessions. This is before we have even seen their initial wage and benefits proposals. An educated nurse is a powerful nurse that can have a voice in their workplace, so be sure to read through these:

- Side by side summaries of ONA and CMH proposals [Click Here].
- Full text of ONA Proposals from April 12 [Click Here].
- Full text of CMH managements proposals [Click Here].

Or visit www.OregonRN.org/55 and follow the links

Make sure every nurse on your unit is educated on what is being discussed and what is at stake.

Despite the mismatched priorities of our hospital administration, there is some very good news! ONA members are stepping forward in record numbers from every unit to become elected leaders, contract action team members, and much more engaged union members than ever before.

**ONA Proposes Across the Board Wage Increases and Major Improvements Across Nearly All Areas of Our Contract**

On April 12, our Oregon Nurses Association (ONA) bargaining team met with the CMH management bargaining team for our second negotiation session. Our CMH nurse leaders put a great amount of time into preparing proposals on nearly all articles. We asked for 5 percent wage increases across all steps for 2019, along with 3 percent in 2020, and 3 percent in 2021 to catch us up with OHSU’s other partner, Tuality Hospital.

Clearly our partnership with OHSU has also helped us financially, as our operating margin has grown to a record 10 percent, so we should be able to operate at a level with wages like Tuality where we transfer many patients. In addition, inflation should be around 2 percent this year, so a 5 percent raise will effectively only be a 3 percent increase to current standards.

We also know from surveying our membership that wages are not our only priority. Our members were very clear that our PTO levels and process for requests off and holidays must be improved. Additionally, the PTO problem we feel is rooted in a large lack of financial security when part time nurses must use PTO when their schedule can fluctuate between 40 and 80 hours per pay period.

On top of fluctuations of up to half of someone’s paycheck in scheduled time lost, we also see nurses experiencing dock standby far too much. To lose half a paycheck and then be docked even further puts nurses regularly at risk of not making mortgage payments. This level of financial insecurity for nurses is inappropriate at a hospital with a 10 percent operating margin.

The hospital needs to bear the more of the cost of the fluctuations in running a business and not place that burden on nurses. It is a cost of running a hospital that a hospital with a 10 percent operating

**continued on page 3**
ONA Proposes Across the Board Wage Increases...  continued from page 2

margin can clearly afford better than any one individual nurse.

To provide stability we are proposing creation of FTE (full-time equivalent) status, which is a guaranteed level of scheduled hours that cannot fluctuate from 40-80 like nurses currently experience. For example, a 0.5 FTE job assignment would be 20 hours a week, while a 0.75 FTE would be 30 hours a week, and 1.0 40 hours a week.

There are many other big priorities we introduced at our opening bargaining sessions that we hope lead the way in making our hospital better despite the administration’s initial proposals. We hope at future bargaining sessions and in our newsletters to go in more depth on these topics. In the mean time we ask all nurses to review the summary of our proposals at our website [insert link] and speak with your bargaining team about what is currently up for negotiation.

Up Next – be sure to get your picture taken with one of the ONA white boards.

It’s Time to Get Involved and Stand Together for Our Biggest Priorities!  continued from page 2

At our first two bargaining sessions, we’ve already had over 30 nurses attend part of a session to show support for our team.

Nurses across all units, and our allies, are wearing black scrubs on the days we have negotiations. Everyone has begun to wear to buttons and stickers daily to show each other that we stand together to make CMH better for nurses, fellow staff and our patients.

We have many upcoming actions that we anticipate nearly every nurse will take part in. Now is the time to take action and win a strong contract that will move us towards a vision of our hospital that values the people who keep this hospital running day. We want every ONA member at CMH to have a voice and it starts with these small steps to stand together.

Upcoming Bargaining Sessions:

April 19
May 9, May 23, May 30 & May 31
Conference Room A

The sessions begin around 9:00 a.m. and can go until 5:00 p.m. but may end early.

Negotiations are usually located in Conference room A but watch for updates of room changes.

We ask that you sign in, if you attend one of the bargaining sessions. Every nurse who drop by and signs in shows how much nurses from across the hospital support the negotiations.

Be sure to reach out to one of your bargaining team members or contract action team (CAT) members today to find out how you can be involved!

ONA Bargaining Team:
Kelsey Betts (FBC), Nicholas Bowling (PACU), Angela Tucker (SDS), Theresa Hecox (FBC), Shaun Haner (ED), Sarah Rogers (MS), Shelby Mendoza (MS) and Amber Cooper, Lead Negotiator, ONA labor rep

Pictured left to right: Theresa, Sarah, Angie, Nicholas, Tonia White, Amber. Seated: Selby, Kelsey

ONA Proposes Across the Board Wage Increases...  continued from page 2
Grievance Corner

Updates on Enforcing Our Current Collective Bargaining Agreement

While we are in negotiations, our current collective bargaining agreement is still enforced. We want to keep members up to date on the many efforts we have made over the past year to hold management accountable to the agreements they have made.

- **Due Process & Just Cause for Discipline:** We have had a couple grievances that involved management disciplining nurses more extensively than they had evidence for. It’s important for all nurses at the hospital to have the same fair and progressive disciplinary process so we have stood by the side of nurses in meetings to make sure the process was protected. We were successful in correcting errors managers had made in their disciplinary actions and provided support to nurses did not have to attend meetings.

- **Fair Hiring:** Another grievance we won involved a manager trying to hire someone from outside the hospital over a candidate that had seniority. We were very pleased to make sure the hiring was fixed and followed the agreement management made in our contract around hiring processes.

- **Anti-Retaliation:** We filed a grievance to protect the rights of nurses to file SDRF forms. Across the state, ONA fought and won very clear protections in the state statutes for nurses to have the right to speak up in their workplaces when it comes to patient safety issues. We will defend any nurse that is retaliated against for speaking up.

- **Shift/Schedule Changes without Mutual Agreement or a Vote in Favor:** Lastly, we have a grievance we are currently meeting with management about involving the changing of schedules, shift lengths, start/stop times, and reduction in hours without mutual consent of nurses. We know this issue has brought great stress to nurses in multiple departments and we are committed to finding a fair resolution through the grievance process and at the bargaining table. We know that current changes have already been made, but we believe some of those changes were against our current collective bargaining agreement and need to be fixed. In addition, we will be proposing much clearly contract language at our upcoming session to address this going forward.

Nurse Leader Institute

Congratulations to our 18 outstanding Nurse Leadership Institute (NLI) graduates, including CMH nurse and ONA Vice Chairperson, Nicholas Bowling, who celebrated his graduation Sunday, April 14.

BU Leadership Conference

CMH Nurse leaders attended the Bargaining Unit Leadership Conference and spoke with other nurse leaders from around the State of Oregon. They attended workshops, learned critical leadership skills, and were inspired by many talented speakers.

Kelsey Betts, RN