Nurses throughout Columbia Memorial Hospital are sending a resounding message: **we need a fair contract now!**

Nurses signed up for picket shifts, gathered to make picket signs, and spent time phone banking to share our story with our coworkers and the larger North Coast community. We’ve heard from leaders around the state who are traveling here to support us. Teachers, pipefitters, longshoreman, county employees, huge numbers of our fellow SEIU coworkers, and many workers from other unions are lining up to show their support.

Recruiting and retaining high-quality nurses is essential to keep our hospital running and protect the quality of care for our patients. Without better protections on the scheduled hours for part-time nurses, this is not possible, and we face staffing shortages in nearly every major department in the hospital.

One of the other final sticking points involves additional protections for safe staffing levels to protect our patients, as management has already made multiple attempts to not follow the staffing law and take advantage of the Oregon Health Authority’s two-year backlog. There is no question, we need staffing protections in our contract. Two years is too long to wait when it comes to safety for our patients. This makes staffing an issue for the entire community who stands behind us and who will be walking the picket line with us tomorrow.

As we go into the picket we want to remind everyone of these important documents and information (click the links below to access the documents, or visit [www.OregonRN.org/55](http://www.OregonRN.org/55))

- Read the Picketing FAQ here
- Read our press release to the larger community here
- Please share the following letters with physicians and other providers you work with at CMH and OHSU here
- To sign up for picket shift for yourself, coworkers, or anyone in the community, click here

Know the issues: learn more about our final two sticking points below:

- Economic Stability
- Nurse Staffing

"We are all supporting each other. As nurses we are united. We are professionals and we are a team, not just with each other but with other employees. I am saddened every few years during negotiations when management says things to try to divide us. It takes months and sometimes years to heal that division. But as nurses, we stand together."

- Jan Anderson RN, BSN, CDE
Picketing During Meals and Breaks

If you are working Tuesday during the informational picket timeslots (7-8 a.m., 12-1 p.m., and 4:30-6:30 p.m.), you may still take part in the picket if the normal way that meals and breaks are taken allows you to take a break at that time. Through the normal course of your job, if you are unable to take a meal or break during the official picket times, you can still come out to the sidewalk and show support in other ways. So please stop by regardless of the time of your break.

Every nurse has the right to meals and breaks with the freedom to take part in informational picketing that is going on during those breaks. Breaks are guaranteed in our contract, and it is against federal law for management to refuse to allow you to take part in an informational picket that occurs during your meals and breaks. If for any reason management announces a new procedure or process for meals and breaks on the day of our picket that would limit your ability to take part in the picket, this would also be against federal law and you should call Amber Cooper at (773) 706-0311 immediately.

Be sure to get all your meals and breaks in, and come out to Exchange Street for each one.

For your reference, below is our protected contract language that specifies how many meals and breaks you should get:

**8-Hour Employees:**

“Article 6 Work Schedules, Section 1: A normal workday shall consist of eight (8) hours excluding lunch. One fifteen (15)-minute paid rest period will be taken every four (4) hours worked, or major portion thereof. One thirty (30)-minute unpaid meal period will be taken every eight (8) hours worked, or major portion thereof. ONA/Columbia Memorial Hospital 6/1/16-5/31/19 Collective Bargaining Agreement 6 It is understood by the Hospital and the Association that every reasonable attempt will be made to provide nurses with required breaks, and that it is the expectation that nurses will take required breaks. If a nurse is unable to take his/her break as scheduled, or is interrupted, s/he shall contact the unit’s charge nurse/PCC, manager/supervisor or house supervisor, who shall make every reasonable attempt to have the nurse relieved as soon as possible.”

**10-Hour Employees:**

“The utter disrespect for employee’s lives (no FTE, no dock cap, changing schedules, etc) and absolute disrespectful behavior of management’s bargaining team is unacceptable. To be told that the financial stability of nurses isn’t their concern, when they are making huge profits and very large executive incomes, bonuses and country club memberships… It is appalling. What they display to the public is not at all what they practice inside the walls of the hospital and above all, the priorities at our hospital have got to change. This hospital is meant to serve our community, not their pocketbooks.”

- Laura Brown, RN

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Next Mediation Session, Aug. 23

Mediation is scheduled this Friday, August 23. Management is undecided if they will attend. Be sure to come to the picket tomorrow and make it clear: **we expect management to come to the table and agree to a fair contract now!**

Questions/concerns? If any issues arise in the hospital or at the picket be sure to contact your ONA labor representative, Amber Cooper at cooper@oregonrn.org or one of our nurse leaders:

Kelsey Betts
Nicholas Bowling
Shaun Haner
Sarah Rogers
Shelby Mendoza
Angie Tucker
Theresa Hecox
“Addendum A: For nurses working ten (10) hour shifts, the workday shall be ten and one-half (10.5) hours with one fifteen (15)-minute paid rest period will be taken every four (4) hours worked, or major portion thereof. One thirty (30)-minute unpaid meal period will be taken every eight (8) hours worked, or major portion thereof.”

12-Hour Employees:

“Addendum A: The workday shall be twelve and one-half (12.5) hours with one fifteen (15) minute rest break during the first four (4) hours worked, one thirty (30) minute unpaid meal break taken approximately halfway in the schedule and one thirty (30) minute rest break in the second half of the schedule.”

Questions/concerns? If any issues arise in the hospital or at the picket be sure to contact your ONA labor representative, Amber Cooper at cooper@oregonrn.org

Click here for the full contract

“Years ago, when I first started at CMH we would occasionally have six to seven patients, rarely seven. And we were still charting on paper. I felt like I worked an assembly line, I hated it. No matter how much I tried to stay organized, it wasn’t possible. I wasn’t able to stay in patients’ rooms long to give them all the care they needed. Being on nights, the rooms I saw last, I was having to wake them up really late. It wasn’t the Planetree way of thinking that we follow that puts patients first! I’m picketing because we can’t risk going back to that, we have to stand up for our patients.”

- Sarah Salerno, RN

“I have worked at CMH for fifteen years. I am grateful for my job, my coworkers & the opportunity to care for people in our community. I have witnessed an exponential increase in the number of administrative jobs at our 25 bed critical access hospital, but little (if any) increase in the number of people who give bedside care to patients. They keep expecting nurses to do more, be more flexible & work harder. Intermittent & relief staff are being scheduled part time. Part time nurses are having wild fluctuations in scheduled time & pay. And full time jobs are not available for nurses who want them. Additionally, the public is generally unaware of the amount of time we get sent home from scheduled shifts is double what it is at other hospitals. This can have a ripple effect on our local businesses & community. It is very difficult for nurses to speak up & ask for anything for ourselves; it’s against our nature as caregivers. We do not do this lightly.”

- Carla Lumbra, RN

“Our nurse leaders routinely are not respected as a professional voice for patient safety. We need our staffing law followed and two years is too long to wait when it comes to the safety of our patients, so we need protections in our contract. Management wants us to have up to 5 or 6 patients without lift or IV teams to assist, fewer CNAs, and we take overflow from oncology and same day surgery unlike other hospitals. One ratio for all hospitals is unsafe at a small hospital like ours. We need a staffing plan that’s written based on research, the unique needs of our department, and to ensure safety for our patients. The current staffing levels brought in 12% profit margins, and we asked how much more profit do they want, and they said they want the biggest margin of any hospital in Oregon. That’s not a reason to compromise patient safety.”

- Laura Parvi, RN
Info Picket
Tuesday, August 20
7-8 a.m., 12-1 p.m.
and 4:30-6:30 p.m.
at the intersection of Exchange Street
and Highway 30

Is informational picketing really necessary? While we were hopeful we could reach a fair agreement, we’re still far apart on key issues. By picketing, we draw community attention to our concerns and put public pressure on the employer to give our concerns the attention they deserve.

Is this anything like a strike? No. Informational picketing is not a strike. It is a demonstration of solidarity on non-work hours to share information about our struggles with our community. There is no work stoppage. If you are scheduled to work, you go to work. You can join the picket line on your break and lunch.

Is picketing legal? Informational picketing is a legal tactic in support of our negotiations as long as we give the employer ten days’ notice and keep our picket lines on public sidewalks around the hospital.

What would I have to do? Join the picket line, hold a sign, and walk with your colleagues, friends and family in support of a fair contract. Whether it’s your day off or whether you’re joining during a break or before/after your work day– we’ll need you there. And bring a friend with you.

Can I get in trouble for participating? No. It’s a protected right under federal law. CMH cannot discipline you for talking about or participating in an informational picket. This is protected concerted activity under the National Labor Relations Act. It’s also illegal for managers to talk to employees about the action or question you about plans to participate.

“I had more stability working as a bartender, than I do working as a nurse at CMH. I love being a nurse and it’s what I’ve always wanted to be, but working at CMH has made it hard to pay my bills or have any stability. Who would have thought that I would struggle more with a degree and a career, than I did waiting tables?”

- Angie Tucker, RN

Q & A

Informational Picket FAQ

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