### Bargaining Update #4

**June 30, 2022**

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## Rollover Ratified

We are pleased to announce that after a five (5)-day electronic voting period, we have ratified our one-year contract rollover with the ten percent (10%) raise. Eighty-eight percent (88%) of the votes were YES to ratify. Sixty-four percent (64%) of the membership participated in this vote.

For those that voted NO, we will continue to work with you to address your concerns. We have a strong commitment to making sure that fairness occurs across the hospital when nurses have to float outside their department. If the employer changes working conditions, we will issue a demand to bargain. If the contract is violated, we will file a grievance and represent you.

“Bargaining is a dance. There are benefits and sometimes drawbacks. We feel like we got the best outcome for the vast majority of our nurses. This double-digit raise will benefit everyone,” said Evan Bullinger, Bargaining Unit Chair.

Columbia Memorial will now lead in union nurse wages for the Northwest Coastal Area.

The raise should go into effect on July 10. The contract will expire May 31, 2023. We plan to go into full negotiations early next year. In the meantime, we will be working to get our contract action team organized and prepared by holding steward and bargaining trainings.

**In Solidarity,**

- Evan Bullinger, Chair/ED
- Lauren Janesh, Vice Chair/PACU
- Carlie Joy, Bargaining Team/Cardiology
- Katrina Gale, Bargaining Team/Same Day Surgery
- Shaun Haner, Bargaining Team/ED
- Dan Marineau, Bargaining Team/ED

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**ONA Labor Representative:**

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**New to CMH?**

Have you joined our union yet? Scan this QR Code for a quick sign up!

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**Membership - You Always Benefit!**
Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

**Find more information at** [www.OregonRN.org/aft-summer](http://www.OregonRN.org/aft-summer).

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.

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**Protect Your License, Protect Yourself!**

Should nurses carry their own personal liability insurance policy? YES! You insure your home, your car and your health. Why not your career?

A common assumption is that your employer will cover you in any incident that may occur while at work. Technically an employer is responsible for the acts of its staff, but its interest is not necessarily consistent with protecting you.

Your best protection is to have your own personal legal representation. Nurses are at more legal risk now than ever before.

Additionally, your employer’s policy will not protect you in an Oregon State Board of Nursing (OSBN) investigation. In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of scope or law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you.

ONA advises all nurses, no matter where you work, to obtain your own liability insurance. ONA endorses the Nurses Service Organization (NSO) because the coverage provided offers the best protection for you. Visit [www.OregonRN.org/NSO](http://www.OregonRN.org/NSO) for more information. Don’t wait, protect yourself today!