We Did It!

We made our voices very clear last week when we voted to join ONA with an uncontestable victory! Asante Rogue Regional Techs are now union techs and can enjoy these rights immediately which are outlined in the Q&A section.

What is next now that we have won the election?

We voted to form a union with ONA and together with the RNs in the other bargaining unit at ARRMC, we will use our collective power to let management know our priorities and we will be stronger as we all stand united.

Before we can start bargaining, we must create and ratify bargaining unit bylaws, elect representatives for bargaining, and hold a bargaining survey to provide everyone an opportunity to share their priorities. These processes will take place over the next few months and bargaining will likely begin in the fall.

Who Is My Labor Representative?

Please direct any questions to

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The Union Difference and the Road Ahead

Q: Now that we won the election – what’s changed?
A: The two immediate changes are Weingarten rights and status quo.

Weingarten Rights: The right to have a union representative. Previously we have not had a right to representation. Now, if a tech is called into an investigatory meeting with a supervisor that could lead to discipline, we now have the right to representation in the meeting. If you find yourself in this situation, invoke your rights! Say “If this discussion could lead to my being disciplined, I request that a union representative be present at the meeting. Without representation, I choose not to answer any questions.” Then contact ONA.

Status Quo: Management cannot make unilateral changes to our working conditions without our agreement.

This is a major difference. Many of us have experienced administration arbitrarily changing what they like, when they like and without our say. Since our election that has changed. Status quo means that any current policy or process remains in play until we negotiate and vote to accept our own contract. Any unilateral changes by management without negotiating in good faith with us is an unfair labor practice (ULP).

Q: Who bargains and where does that happen?
A: We bargain for ourselves. That has been the key point of organizing. Techs need a direct voice in our working conditions and for our patients. We will vote on our bylaws for our union and those will outline the nomination and bargaining process. Once we have a bargaining team elected, they will begin getting ready for negotiations and getting out bargaining surveys for all the techs to have the chance to fill out, so they draft our bargaining priorities. For the employer, they select people from administration and hire a lawyer to bargain on their behalf.

Q: What can be negotiated in our contract?
A: Management must negotiate with us over what are called “mandatory subjects of bargaining.” These are things like wages, benefits and things that affect our working conditions. Staffing is addressed in many ONA contracts and every contract is different because what is bargained, and is set based on what techs want and need.

Q: Do we have to accept a contract that is less favorable terms than what we have now?
A: No, techs must vote to accept a contract before it is implemented. In the bargaining process, the team reaches a tentative agreement (TA) on the entire contract when they determine that they have obtained the best possible deal for techs. At that point, the techs will vote to ratify or accept the tentative agreement. The ratification vote is our opportunity to vote to accept or turn down the TA as our contract. But until ratification occurs, it is not our contract.

Q: Who sets the priorities for bargaining?
A: We do. Once your bargaining team is elected, they will create a bargaining survey to begin setting our priorities. Be sure to fill out this survey when it’s out to make sure your voice is heard!

Q: What can each tech do to help win a strong first contract?
A: The more each person takes ownership over our first contract and participates, the stronger the first contract will be. Make sure you are receiving our texts and emails so you receive the newsletters to stay informed! Update your contact info and opt-into receiving texts and emails at www.OregonRN.org/Update.