JOIN US FOR BARGAINING!

We have set dates for bargaining with our employer, which will occur via GoTo Meetings. Our team has been working hard researching and developing proposals, but we need your support! The single most important action you can take to support our team is attend a bargaining session. Even just a few minutes shows our unity.

Each bargaining session will occur on a Tuesday with its own login details.

For our April 13 session, we will bargain from 9:00 a.m. – 5:00 p.m.

Two ways to join us:

1. Go here with your browser on any device
   https://global.gotomeeting.com/join/882912573

2. Dial in using any phone (312) 757-3121.
   Access Code: 882-912-573

For our April 20 session, we will also bargain from 9:00 a.m. – 5:00 p.m.

Two ways to join us:

1. From any device
   https://global.gotomeeting.com/join/391727765

2. From any phone (786) 535-3211.
   Access Code: 391-727-765

We will provide the login details for future bargaining dates as they approach. For now, mark your calendar:

- May 4, 1:00 – 5:00 p.m.
- May 18, 1:00 – 5:00 p.m.
- June 8, 1:00 – 5:00 p.m.
- June 22, 1:00 – 5:00 p.m.
We continue our series that explains how collective bargaining works. In our Feb. 18 newsletter issue (www.Oregon.org/52), we discussed the difference between interest based bargaining, which we have used in the past at Benton County, and traditional (or positional) bargaining. Our team has decided to use the latter, because it allows to move more quickly and efficiently without a third party in the room.

Last time, we also discussed the importance of our members showing support for our team. The best way to move the employer is to have the field (i.e., union members) demonstrate their visible backing for our team at the table. We are asking everyone to attend a bargaining session, even for a few minutes. We plan to distribute buttons at the appropriate time.

In this issue, we explain some jargon that you’ll hear at the table.

Proposals are presented in a redline format, where the red words are proposed changes to the existing language. Underlined words are proposed insertions and words struck through are proposed deletions.

Federal law prohibits both sides from "regressive" or backwards bargaining. Regressive bargaining occurs when one side offers a proposal that asks for more than an earlier proposal.

<table>
<thead>
<tr>
<th>PERCENT RATED AS AMONG TOP THREE PROPOSALS</th>
<th>%</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clearer and fairer wage scale</td>
<td>71%</td>
<td>10</td>
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<tr>
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<td>36%</td>
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A BARGAINING PRIMER: PART TWO

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Treat Nurses Fairly

Thanks to the fifteen nurses who completed our survey! Our 79 percent response rate is higher than any other ONA bargaining unit has reached on a pre-bargaining survey during the pandemic. Our employer can see we are unified!

The clear theme that emerged from the survey was that Benton County nurses want to be treated fairly and similar to other unions. The table shows the most important issues to nurses.

Moreover, a majority of the respondents reported they would participate in a variety of job actions to support our team. In particular, nearly 80 percent said they would wear an ONA button or sticker. That’s great!! These kind of visible job actions demonstrate our solidarity to the employer and others.

Federal law protects our right to wear union insignia and messages on our person while at work. The employer cannot retaliate against us for showing our support. Wearing a button is not a solitary act, we do it in unison and we continue to wear a button until we settle on a final contract.

If a client asks you about the ONA button, we suggest you have a one-minute “elevator” speech prepared. Under federal law, you are allowed to answer their question. Say something like, “my union is bargaining with the employer and I want to show my support for our negotiators.” If they persist in asking questions, you can say, “I am here to provide you with health care, and we don’t have time to discuss my union activities” or redirect them with something similar.

If they continue to harangue you, simply tell them, “please visit our webpage at www.OregonRN.org and contact our labor rep, he will answer all of your questions."

In our survey, 71 percent said they would help share information with others about bargaining. We will contact you as we need help. For now, each bargaining team member will act as a communication liaison to other nurses. Expect to hear from them soon.

SURVEY SAYS…

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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
A BARGAINING PRIMER: PART TWO

Since it has the effect of moving the parties further apart, away from an agreement, it is illegal. When one side offers a regressive proposal, the other party may file a complaint with the National Labor Relations Board (NLRB), which is the federal agency charged with enforcing the law.

Each proposal is responded to by the other party, where they can accept, reject or offer counter proposals. Counterproposals can continue back and forth until both sides agree on specific language.

The law requires both parties to bargain in “good faith.” However, this sets a low bar to achieve. To bargain in good faith means meeting with the other party at reasonable times, present proposals, listen to the other party’s proposals, and make a genuine effort to reach an agreement. It does not mean that either party must move from their original proposals or that they must agree to the other party’s proposals. Good faith bargaining does not require either side to compromise or find a middle ground.

When one party accepts the other side’s proposal, it is often called a Tentative Agreement (or TA). A TA means that both sides agree to particular language for a provision. The TA language will be signed by both lead negotiators to signify we are in agreement. The TA-ed language will appear in the final redline to be presented for ratification.

Supposals are informal presentations, which ask, “if we proposed such-and-such, how would you respond?” It allows the parties to think creatively without being subject to a regressive bargaining claim.

Watch for Part Three of our bargaining primer in our next newsletter. We’ll explain the later stages of negotiations, including packages and ratification.

DID YOU KNOW?

Federal Law Allows Us to Talk About Union Matters While at Work

The National Labor Relations Act defends workers talking to workers about union matters; it is as a protected activity under law. Workers cannot be disciplined or face retribution for talking to others about union issues.

What does that mean?

We can talk about union matters to a co-worker anytime we are off work while off County property. Further, we can talk to others while off the clock in non-work areas of County property. That is, on our meal or rest periods, we can discuss union issues in the breakroom, the cafeteria, and the parking lot.

What about when I am on the clock?

While on the clock, we are there to work. However, if there is “downtime” (ha ha, yeah, right!), we can talk about union matters so long as it does not disrupt our work or interfere with client care.
Run for an ONA Statewide Position

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live. High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open through March 22.

To learn more and complete your Consent to Serve form to declare your candidacy, visit: www.OregonRN.org/Elections

ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.

Steward Training

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues. Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

Introductory Steward Training
- Saturday, April 17, 2021
- Saturday, June 19, 2021
- Tuesday, Sept. 21, 2021
- Thursday, Dec. 9, 2021

Grievance Handling Training
- Wednesday, May 19, 2021
- Thursday, July 22, 2021
- Saturday, Oct. 9, 2021

Building Worksite Power Training
- Saturday, Aug. 7, 2021
- Wednesday, Nov. 10, 2021