Benton County Update - Slow Movement at Bargaining Table

Thanks to those who showed up for bargaining on April 20! We apologize that we took an extended lunch break and weren’t present in the Zoom room. That won’t happen again.

If we aren’t directly bargaining with the employer in GoTo Meeting, we will make sure at least one of our team members remain on Zoom to welcome you there. See login details below.

We made little progress in bargaining on April 20, 2021 as the employer was unprepared to offer counterproposals. Our team was frustrated as we have been working hard to prepare substantive proposals. On the other hand, it feels like our employer has expended little effort to engage us so far. They offered proposals and counterproposals on some inconsequential items.

They proposed three insignificant changes to our contract:

- In Article 11, “sick leave” to “PTO” wherever it appears
- In Article 12, “Human Resources Manager” to “Human Resources Leave Administrator” in one place
- In Article 17, post job announcements on the web instead of on the bulletin board.
They countered three of our initial proposals:

- In Article 8, they want to pay nurses on holidays eight hours instead of actual hours scheduled.
- In Article 15, they rejected our innocuous proposal to encourage the use of professional development.
- In Article 22, they rejected our proposal to pay up to four members of our bargaining team from the current two (even though they agreed for this round to pay our three team members).

We did reach tentative agreement on changes in four articles. A tentative agreement (TA) is where both parties have signed onto language that will go into the final contract.

- In Article 2, the employer agreed to remove obnoxious language that allowed the employer to change working conditions without bargaining the effects of those changes. The clause was contrary to the Public Employee Collective Bargaining Act (PECBA), Oregon’s labor law governing public sector employers.
- In Article 4, we updated language to reflect the U.S. Supreme Court Janus decision, which removed the obligation for all public sector bargaining unit members to join the union or pay a fair share fee.
- In Article 5, the employer agreed to allow our leaders 30 minutes to meet with new hires during orientation.
- We agreed to their proposed title change in Article 12, see above.

We responded to the three trivial changes they offered on April 20. Since everything is once again in their court, we adjourned at 3:00 p.m. Follow our work on our webpage with this bargaining tracker and the full redline of our proposals and counter proposals, areas of tentative agreement, as well as the employer’s counter proposals.

The employer has yet to respond to any of our financial proposals. We are scheduled to meet the afternoon of May 4 when they said they would have a total compensation package to present to us. We strongly urge you to attend as we expect to hear their response to our exciting financial proposals, including a true wage scale instead of pay for performance, increase PTO accruals, include certification and bilingual skills differentials, as well as other economic improvements.

**Bargaining Login Information**

Tuesday, May 4, 2021, 1:00 PM-5:00 PM  
Call (224) 501-3412, Access Code: 447-995-157  
Or click [https://global.gotomeeting.com/join/447995157](https://global.gotomeeting.com/join/447995157)

If we aren’t in the GoTo Meeting bargaining with the employer, we will be in Gary’s Zoom room  
Join in one of these ways:

1. Any device’s browser  
   [https://zoom.us/j/2810307587?pwd=czBLMnBVQVMxKzJFWWh0b1ZSY1U3UT09](https://zoom.us/j/2810307587?pwd=czBLMnBVQVMxKzJFWWh0b1ZSY1U3UT09)
2. Download the Zoom app to any device Meeting ID: 281 030 7587 Passcode: 6BjRSn

If you have questions or concerns, please contact any member of our bargaining team or our labor rep, Gary, text/call 503-444-0690 or Aguiar@OregonRN.org