2023 Bargaining Team Nominations Open!

Let's get ready to Bargain!!
The ARRMC contract expires in Sept. 30, 2023 and it's time to start preparing.

Now is the time to nominate a primary and secondary RN from your unit to be a representative at the bargaining table.

Bargaining team members must commit to many hours of prep and negotiations, and this process can be rewarding and empowering (and maybe a bit frustrating). If you or someone you know is interested in this vitally important work, please submit a nomination.

Submit a Nomination
The nomination period closes Sunday, Feb. 5 at 11:45 p.m. with elections to be held in February. Bargaining prep will begin in March and bargaining sessions could begin as early as May.

If you are interested but do not have the time to dedicate to the bargaining process, consider joining the Contract Action Team (CAT) which serves as an important support network for the bargaining process throughout the hospital.

If you have any questions, please contact ONA labor representatives Misha Hernandez at Hernandez@OregonRN.org or Brian Howard at Howard@OregonRN.org.

Scan the QR code with your phone or click on the link.

https://www.surveymonkey.com/r/RRMC-BARG23-NOM

Spotlight on Leadership • Fred Katz

Fred Katz RN BS MS
ADN in 2010, from RCC
Asante Hospice 2022-present.
Cardiology/3T 2010-2021
During my tenure at the Heart Center, I was active on numerous committees, including unit-based practice council, staffing and eventually leadership (this comes with taking the charge RN role). Where there were issues not getting attention, I found myself on those committees as well; including Pharmacy Medication Safety Council, and House Staffing Committee where I served as Co-Chair from 2020-2021.
Recently was invited to serve as a member of the Board of Directors for ONA.
Having worked as a researcher associate, extension agent, horticultural farm manager, in landscape design and sales, and as a massage therapist, I was accustomed to having input and a

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The RRMC Executive Committee has recently won a three-month incentive increase to Exhibit A.11 Economics: Incentive Shifts – ASI/CNI of $45/50 an hour on top of regular wages from Dec 27, 2022 through March 25, 2023.

This will end the high tax rates that are paid in bonus structure shifts. This will also apply evenly to nights and days and include flexible status nurses.

- Twelve (12) hours = $540/$600.
- Ten (10) hours = $450/$500.
- Eight (8) hours = $360/$400.

The above amounts will be payable as normal wages subject to applicable withholding.

Unlike the incentive increases, bonuses are subject to income taxes, however the IRS doesn't consider them regular wages. Instead, your bonus counts as supplemental wages and can be subject to different federal withholding rules at a much higher rate than normal wages at 22 percent.

**Previous Bonus at bonus tax rate:**

- Twelve (12) hours – $600 with applied tax rate of 22% (-$132) actual bonus after taxes = $468.
- Ten (10) hours – $450 with applied tax rate of 22% (-$99) actual bonus after taxes = $351.
- Eight (8) hours – $360 with applied tax rate of 22% (-$79.2) actual bonus after taxes = $280.8.

Your ONA executive committee will continue to work to advocate for all RN's at ARRMC to receive fair compensation. To view the MOU, go to:


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**Spotlight on Leadership ● Fred Katz**

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I believe that nurses should have an active role in shaping the workplace and advancing the profession. Joining the Rogue Valley Medical Center (now RRMCC) union gave me an opportunity to represent the voices of nurses, and advocate for nursing at the administrative leadership level. I don’t remember which year I was elected BU Chairperson; I’ll just say that it has been an honor to serve with all the other members of our executive team. This coming contract negotiation. The team will be counting on your support and encouragement throughout the process.

We have experienced unprecedented challenges during the current contract. Your representatives have been working diligently through 14 memorandums of understanding, through the mandate, and now through the staffing crisis. It is time to ask what you can do for your union, and not what your union is doing for you. We must stand together and remember that we have a collective voice and a duty to advocate for our patients, our workplace and each other.

In Solidarity,

Fred Katz RN, Chairperson of RRMC BU
Chair of ARRMC/ONA 2012- present. Vice Chair of ARRMC/ONA 2011-2012
Nurse Staffing: Share Your Story

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon. Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories

Paid Family Medical Leave

Oregon's Paid Family and Medical Leave Law goes into effect in 2023 and will provide 12 weeks of paid leave for welcoming a new child, your own serious health condition, or to care for a family member. Employers can choose to participate in the state plan or offer an equivalent of their own. Under the law, about 2/3 of wages are replaced. It renews each year, unlike other accrual-based leave benefits, and union members have the right to negotiate higher standards before the law takes effect.

The law is a huge victory by workers and unions to provide paid leave to all Oregon workers. However, the law is a minimum, and employers must negotiate with us over the benefit and any changes it could create to our current benefit structures. Our power remains with the irreplaceable value of our nurses’ work, and our union intends to make improvements through the strength of ONA RNs!

Here are ONA elected RN leaders’ priorities as we initiate negotiations during the coming weeks with Providence over paid family and sick leave:

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Weingarten Rights

Your Right to Union Representation

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions.”

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

Forty-seven years ago, on Feb. 19, 1975, the Supreme Court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination.

You Are Being Asked Questions That Might Lead To Disciplinary Action: What Do You Do?

If you believe that discipline will result from a meeting
Weingarten Rights

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with management/administration (in legalese, “an investigatory interview”), you can insist that a union representative be present during this interview. This is part of your “Weingarten Rights,” which references the 1975 United States Supreme Court case NLRB vs. Weingarten. Weingarten Rights apply only to members of a collective bargaining unit and are among the many benefits of having a union.

When an investigatory interview occurs, the following rules apply:

Rule 1): You must make a clear request for effective union representation before or during the interview. Often an employee may not know at the outset that a meeting with management could lead to discipline. If such a meeting is or becomes an “investigatory interview,” you should assert your right to have a union officer of your choosing present. You cannot be punished for making this request. (Note: If the union representative of your choice is not available in a reasonable time period, it may be necessary for an alternative union officer to represent you.)

A typical Weingarten request would be: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my union representative arrives, I choose not to participate in this discussion.” Or you may simply say, “I want my union representative here.”

Rule 2): After you make this request, the interviewer has three options:

a. Grant the request and delay the interview until your union representative arrives and has a chance to consult privately with you. (Note: The right to representation is the right to effective representation, which translates in this rule as the right to consult privately with the representative before the interview. The union representative should also know what the meeting is about ahead of time so that he/she can effectively advise you.)

b. Deny the request and end the interview immediately; or

c. Give you a choice of: (I) having the interview continue without representation or (II) ending the interview. (Note: It is not wise to choose the first option.)

Rule 3): If the interviewer denies your request and continues to ask questions, this is an unfair labor practice. You have the right not to answer any questions until you have union representation. You cannot be disciplined for refusing to answer the questions, but you are required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination in some cases.

The ONA represents all RN’s of the bargaining unit, both those who pay dues and those who do not, and is obligated to come to your aid without prejudice. If you are summoned to a meeting with a member of administration and discover that it is an “investigatory interview,” assert your right to have a union representative present.

ONA/ARRMC RNs in the News

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