We have reached the economic portion of negotiations and were asked by the management team to let them know what our priorities are. We responded that increasing base wages and retaining nurses here in Baker City is the priority.

We responded to their initial wage offer by removing the retroactive part of our proposal but holding firm on the percentages we initially proposed. We expected them to come back with something a little higher but they held fast to their original 6% over the life of the contract proposal and said they were working out of “a very small bucket and could not offer more”. In response to the proposals we made on Article 4, they responded with a proposal to stop paying evening shift differential and increase the night shift differential by $1.00.

Management agreed to a few of our language changes, but anything related to differentials were status quo under their proposals. When we questioned why they failed to respond to our last wage proposal management informed the team they weren’t willing to negotiate “a little bit” back and forth and ended negotiations on that note.

Since our last session we have worked on reaching out to you and building community support for the negotiating team.
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The team put together a rally at the fairgrounds during the Baker Fair with a great turnout! We received lots of support and signatures! We also talked with community members about what their support means for Baker County nurses.

We received over 10 pages of signatures on petitions in support of the Family Birth Center, the negotiation team, and our nurses at SABC.

Unfortunately, we had to cancel the next round of bargaining due to illness of our labor representative Rhonda Kenny, but she is on the mend and will be ready to return to the table immediately. As things stand at the moment our focus will be building support in the hospital to take more action, only then will we have more power at the bargaining table.

Recent Actions

There have been a lot of questions about our rights at work, so here is a summary of the law per the National Labor Relations Act, passed in 1935 to protect working people’s right to organize and act collectively:

**YOU HAVE THE RIGHT TO FORM, JOIN OR ASSIST A UNION.**

You have the right to organize a union to negotiate with your employer over your terms and conditions of employment. This includes your right to distribute union literature, wear union buttons t-shirts, or other insignia (except in unusual "special circumstances"), solicit coworkers to sign union authorization cards, and discuss the union with coworkers. Supervisors and managers cannot spy on you (or make it appear that they are doing so), coercively question you, threaten you or bribe you regarding your union activity or the union activities of your co-workers. It is against the law for you to be fired, disciplined, demoted, or penalized in any way for engaging in these activities.

Working time is for work, so your employer may maintain and enforce non-discriminatory rules limiting solicitation and distribution, except that your employer cannot prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking.

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lots or break rooms. Also, restrictions on your efforts to communicate with co-workers cannot be discriminatory. For example, your employer cannot prohibit you from talking about the union during working time if it permits you to talk about other non-work-related matters during working time.

If you are sitting at the nurse’s station and discussing the football game or the school play you are allowed to discuss your union. You should be sure it is not in a patient care area or that it disrupts patient care in anyway, but again you are allowed to discuss the union if you are allowed to discuss any other nonwork-related topics.

If you are pulled in for any reason, remember to ask the question on the back of your ONA badge buddy and request a representative:

“If this discussion could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my union representative be present at this time.”

Managers are not allowed to spy on you or your co-workers.

If you experience any of this conduct from management please put it in writing immediately!! Include the name of manager(s), what was said and when it was done, in the moment in front of the manager if possible. Send it off to Rhonda Kenny at Kenny@OregonRN.org.

To learn more about your rights visit the link below or scan the QR code.

https://www.nlrb.gov/about-nlrb/rights-we-protect/the-law/employees/your-rights-during-union-organizing

Next Steps

The negotiation team is meeting and considering more ways to increase the pressure. Members of the team will be asking you to step up and join them in some actions to show management that we are strong and united!

Are you interested in helping to organize further actions?! Let the team know. Because we are a small unit we need all of you to participate.

WHAT ARE YOU WILLING TO DO FOR A FAIR CONTRACT?
Weingarten Rights

If you are talking to anyone in management about any issue, please know that you have the right to have another ONA nurse with you as a witness.

These are your Weingarten Rights:

Forty-eight 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 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:**

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.*) Deny the request and end the interview immediately; or

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.